

Annual EEO Public File Report

CITY OF LAKES MEDIA
 Covering the Period from December 1, 2022 to November 30, 2023

Stations Comprising Station Employment Unit:
KFMC-FM/KSUM-AM/KEMJ-FM

Full-time Positions Filled by Job Title	Date Hired	Vacancy Information		Recruitment Sources Utilized	Recruitment Source of Hire
		Total # Interviewed			
Account Executive	1/9/2023	5		1, 2, 3	2
Traffic Manager	2/13/2023	7		1, 2, 3, 4, 7	7
News Director	6/12/2023		Exigent Hire: Unique Skillset as a News Director		
Traffic Manager	10/12/2023	2		2	2

Recruitment Sources:

Radio Announcements

	Contact Person/Type	Address	Telephone or email	#Interviews from Source
1. City of Lakes Media Radio Stations	Matt Ketelsen	1371 West Lair Road, Fairmont, MN 56031	507-235-5595	2

Internet Site:

2. Indeed	website	www.indeed.com	website only	8
3. Facebook	Social Media	www.facebook.com	website only	2
4. City of Lakes Station Websites	website	1065lakesfm.com / ksum.com / emoji1015.com	website only	1
5. All Access	Job Board	allaccess.com	website only	
6. MN Broadcasters Association	Job Board	minnesotabroadcasters.com	website only	

Other

7. Referral	Matt Ketelsen	1371 West Lair Road, Fairmont, MN 56031	507-235-5595	1
-------------	---------------	---	--------------	---

Supplemental Recruiting Initiatives

Fairmont Area Career Exploration Job Fair	April 13, 2023	Kandi Menne info@fairmontchamber.org	City of Lakes Media participated in the Fairmont Area Career Exploration Job Fair with the High School and Chamber of Commerce.
Fairmont Spring Expo	4/15/23 - 4/17/23	Keith Hoyer: koye@kfmc.com	City of Lakes Media recruited at the Fairmont Spring Expo