

## Annual EEO Public File Report

CITY OF LAKES MEDIA  
Covering the Period from December 1, 2021 to November 30, 2022

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

<b><u>Vacancy Information</u></b>				
Full-time Positions Filled by Job Title	Date Hired	Total # Interviewed	Recruitment Sources Utilized	Recruitment Source of Hire
Announcer	5/16/2022	5	1, 2, 5	5
Program Director	9/1/2022	4	1, 2, 4, 7	7
Account Executive	9/21/2022	4	1, 2, 4	1
Account Executive	11/28/2022	4	1, 2	2

**Recruitment Sources:****Radio Announcements**

<b><u>Contact Person/Type</u></b>	<b><u>Address</u></b>	<b><u>Telephone or email</u></b>	<b><u>#Interviews from Source</u></b>	
1. City of Lakes Media Radio Stations	Matt Ketelsen	1371 West Lair Road, Fairmont, MN 56031	507-235-5595	4

**Internet Site:**

2. Indeed	website	<a href="http://www.indeed.com">www.indeed.com</a>	website only	7
3. Facebook	Social Media	<a href="http://www.facebook.com">www.facebook.com</a>	website only	
4. City of Lakes Station Websites	website	<a href="http://1065lakesfm.com">1065lakesfm.com</a> / <a href="http://ksum.com">ksum.com</a> / <a href="http://emoji1015.com">emoji1015.com</a>	website only	2
5. All Access	Job Board	<a href="http://allaccess.com">allaccess.com</a>	website only	3
6. MN Broadcasters Association	Job Board	<a href="http://minnesotabroadcasters.com">minnesotabroadcasters.com</a>	website only	

**Other**

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

Fairmont Area Career Exploration Job Fair	April 13, 2022	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.
Martin County Job Fair	April 30, 2022	Keith Hoye: koye@kfmc.com	City of Lakes Media hosted the Martin County Job Fair.