

K277BS, KCLD, KCML, KNSI-AM, KZPK

EEO PUBLIC FILE REPORT

December 3, 2014 - November 30, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|--------------------------------|--|-------------------------------|
| Event Coordinator | 1, 3-5, 7, 10-12, 16-20, 24, 27-28, 30, 32-41, 43-47, 49-53, 55 | 16 |
| Internet Marketing Coordinator | 42 | 42 |
| Account Executive | 1, 3-5, 7, 10-12, 17-20, 24, 27-28, 30, 32-41, 43-50, 52-53, 55 | 48 |
| Account Executive | 1, 3-5, 7, 10-12, 16-21, 24, 27-28, 30, 32-41, 43-47, 49-53, 55 | 16 |
| Account Executive | 1, 3-5, 7, 10-12, 16-21, 24, 27-28, 30, 32-41, 43-47, 49-53, 55 | 21 |
| Traffic Assistant - Full Time | 1, 3-5, 7, 10-12, 14, 16-20, 23-25, 27- 28, 30, 32-41, 43-47, 49-50, 52-55 | 23 |
| News Director | 1, 3-4, 7, 10-12, 17-20, 24, 27-28, 30- 41, 43-47, 49-50, 52-53, 55 | 31 |
| General Manager | 1, 3-7, 9-13, 15, 17-20, 22-25, 27-30, 32-41, 43, 45-47, 49-53, 55 | 15 |
| Traffic Assistant - Full Time | 1, 3-5, 7, 10-12, 17-20, 23-24, 26-28, 30-31, 33-41, 43, 45-47, 49-50, 52-53, 55 | 26 |
| Air Talent-KZPK Morning Show | 1-5, 7-8, 10-12, 17-20, 24, 27-28, 30, 32-41, 43, 45-47, 49-53, 55 | 8 |
| KZPK Morning Show Co-Host | 1-5, 8, 10-12, 17-20, 24, 28, 30-41, 43, 45-47, 49-50, 52-53, 55 | 31 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1 | Ability Building Center PO Box 6938 1911 14th Street NW Rochester, Minnesota 55903 Phone : 507-281-6262 Url : www.abcinc.org Fax : 1-507-281-6270 Steven Hill | N | 0 |
| 2 | Access 403 Center Ave. Suite 512 Moorhead, Minnesota 56560 Phone : 218-233-3991 Fax : 1-218-233-0000 Eva unknown | N | 4 |
| 3 | AccessAbility 360 Hoover Street NE Minneapolis, Minnesota 55413 Phone : 612-331-5958 Url : www.accessability.org Fax : 1-612-331-2448 Laura Hollinger | N | 0 |
| 4 | Adult Client Training Service 802 E Fairview Ave Olivia, Minnesota 56277 Phone : 320-523-5666 Url : www.acts-ability.org Email : kborden@tds.net Fax : 1-320-523-5766 Karen Borden | N | 0 |
| 5 | Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathc@tds.net Fax : 1-320-485-4763 Steven Wilson | N | 0 |
| 6 | Agency Referral | N | 1 |

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|-----------|--|---|--|
| 7 | American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone : 612-341-3358 Url : www.aioic.org Email : donc@aioic.org Fax : 1-612-341-3766 Don Clark | N | 0 |
| 8 | Application already on file | N | 9 |
| 9 | Broadcast 1 Source Website | N | 1 |
| 10 | Carver County Workforce Center 602 East Fourth Street Chaska, Minnesota 55318 Phone : 952-361-1711 Email : mrudloff@co.carver.mn.us Fax : 1-952-361-1636 Mary Rudloff | N | 0 |
| 11 | Cedar Valley Services 2111 4th Street NW Austin, Minnesota 55912 Phone : 507-433-2303 Url : www.cedarvalleyservices.org Fax : 1-507-433-8880 Jim Mueller | N | 0 |
| 12 | Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : 763-271-3715 Url : www.mnworkforcecenter.org Email : bchaffee@ngwmail.mn.state.us Fax : 1-763-271-3701 Barb Chaffee | N | 0 |
| 13 | Consultant Referral | N | 1 |
| 14 | Current Intern | N | 1 |
| 15 | Employee Promotion | N | 1 |
| 16 | Employee Referral | N | 4 |

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|-----------|--|---|--|
| 17 | Employment Enterprises, Inc PO Box 303 307 NW 9th Ave Little Falls, Minnesota 56345 Phone : 320-632-9251 Url : None Email : eei@upstel.net Fax : 1-320-632-9252 Bryon Quinn | N | 0 |
| 18 | Fond Du Lac Indian Reservation Human Resources 1720 Big Lake Rd Cloquet, Minnesota 55720 Phone : 218-878-2653 Url : www.fdlrez.com Email : leemain@fdlrez.com Fax : 1-218-878-2683 Lee Main | N | 0 |
| 19 | Goodwill Industries Vocational Enterprises 700 Garfield Ave Duluth, Minnesota 55802 Phone : 218-722-6351 Url : None Fax : 1-218-722-8108 Douglas Werber | N | 0 |
| 20 | Intercultural Mutual Assistance Association 300 11th Avenue NW Rochester, Minnesota 55901 Phone : 507-289-5960 Url : www.imaa.net Email : imaa@imaa.net Fax : 1-507-289-6199 Ron Buzard | N | 0 |
| 21 | Internal Hire | N | 1 |
| 22 | Internal Posting | N | 1 |
| 23 | Internet Ad | N | 4 |
| 24 | Jeane Thorne Inc 901 Marquette Ave Suite 100 Minneapolis, Minnesota 55402 Phone : 612-904-2911 Url : www.jeanethorne.com Email : mfk@jeanethorne.com Fax : 1-612-904-2901 Mary Kall | N | 0 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 25 | Job posting on internet | N | 3 |
| 26 | Leighton Broadcasting 619 W. St. Germain St. Cloud, Minnesota 56301 Phone : 320-203-4852 Email : kcarton@leightonbroadcasting.com Fax : 1-320-251-8952 Kathy Leighton Carton | N | 1 |
| 27 | Life-Work Planning Center 201 North Broad Street, Suite 100 Union Square Business Center Mankato, Minnesota 56001 Phone : 507-345-1577 Url : www.lwpc.org Fax : 1-507-345-1469 Susan McNamara | N | 0 |
| 28 | Lifetrack Resources 709 University Ave W St Paul, Minnesota 55104 Phone : 651-227-8471 Url : www.lifetrackresources.org Email : leona@lifetrackresources.org Fax : 1-651-227-0621 Leon Axtman | N | 0 |
| 29 | Linked In | N | 1 |
| 30 | Mankato Rehabilitation Center, Inc. (MRCI) 15 Map Dr. PO Box 328 Mankato, Minnesota 56002 Phone : 507-386-5600 Url : www.mnwfc.org/rehab/crp/mrciinc.htm Email : mrci@mninc.net Fax : 1-507-345-5991 William Bickett | N | 0 |
| 31 | MBA 3033 Excelsior Blvd. Suite 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : jobbank@minnesotabroadcasters.com Fax : 1-612-926-9761 Jim Dubois | N | 3 |

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|------------------|---|--|---|
| 32 | Minneapolis Urban League 2100 Plymouth Ave Minnesota Phone : 612-302-3157 Email : rpargo@mul.org Fax : 612-521-8513 Roosevelt Pargo | N | 0 |
| 33 | Minnesota Broadcasters 3033 Excelsior Blvd. Minneapolis Minneapolis, Minnesota 55416 Phone : (612) 926-8123 Fax : (612) 926-9761 Jim Dubois | N | 0 |
| 34 | MN Teamsters Service Bureau - Dislocated Workers Program 2829 University Ave. SE Suite 720 Minneapolis, Minnesota 55414 Phone : 612-676-3759 Url : www.mntsb.org Email : Chrisc@mntsb.org Fax : 1-612-676-3748 Christine Chelstrom | N | 0 |
| 35 | National Federation of the Blind MN 100 East 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-9363 Url : www.blindinc.org Email : info@blindinc.org Fax : 1-612-872-9358 Shawn Mayo | N | 0 |
| 36 | Occupational Development Center, Inc. Highway 32 South Box 730 Thief River Falls, Minnesota 56701 Phone : 218-681-4949 Email : plavalier@odcmn.com Fax : 1-218-681-7635 Peter Lavalier | N | 0 |

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|-----------|--|---|--|
| 37 | Opportunity Services Inc. 1681 West Third Street Red Wing, Minnesota 55066 Phone : 651-578-1329 Url : www.oppserv.org Email : steves@oppserv.org Fax : 1-651-578-2873 Steve Spandl | N | 0 |
| 38 | Pine Habilitation and Supported Employment (PHASE) 106 Main, PO Box 126 Sandstone, Minnesota 55072 Phone : 320-245-2246 Url : none Email : phase@ecenet.com Fax : 1-320-245-0431 Jeannette Kester | N | 0 |
| 39 | Project SOAR of Northeastern MN, Inc. 205 W. 2nd Suite 101 Duluth, Minnesota 55802 Phone : 218-722-3126 Url : None Email : bhornung@projectsoar.org Fax : 1-218-722-4617 Becki Hornung | N | 0 |
| 40 | Ramsey Action Programs Inc 450 Syndicate Street N Suite 300 St Paul, Minnesota 55104 Phone : 651-645-6445 Url : None Email : jscheibel@ramseyactionprograms.org Fax : 1-651-645-2253 Jim Scheibel | N | 0 |
| 41 | Southwest MN Workforce Center 129 W. Nicols Montevideo, Minnesota 56265 Phone : 320-269-5561 Url : www.mnwfc.org Fax : 1-320-269-5696 Juanita Lauritsen | N | 0 |
| 42 | Station Website | N | 1 |

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|-----------|--|---|--|
| 43 | Summit Academy OIC 935 Olson Memorial Hwy Minneapolis, Minnesota 55455 Phone : 612-377-0150 Url : www.saoic.org Fax : 1-612-377-0156 Louis King | N | 0 |
| 44 | Univ. of Dubuque Minnesota Phone : 563-589-3132 Email : dclarke@dbq.edu Fax : 563-589-3419 Deb Clarke | N | 0 |
| 45 | Univ. of MN - Duluth Minnesota Phone : 218-726-7985 Email : carserv@d.umn.edu Fax : 218-726-6394 Career Services | N | 0 |
| 46 | University of Minnesota 600 East 4th street Morris, Minnesota Phone : 320-589-6065 Email : ummcc@morris.umn.edu Irene Maloney | N | 0 |
| 47 | University of Minnesota Minneapolis Minneapolis, Minnesota Phone : 612-624-4361 Email : kpederson@class.cla.umn.edu Fax : 1-612-625-4832 Katherine Pederson | N | 0 |
| 48 | Unknown Referral Source | N | 1 |
| 49 | Upper Midwest American Indian Center 1035 W. Broadway Ave Minneapolis, Minnesota 55411 Phone : 612-522-4436 Url : Coming Soon Email : joyceyellowhammer@yahoo.com Fax : 1-612-522-8855 Gertrude Buckanaga | N | 0 |

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|--|---|---|--|
| 50 | Vision Loss Resources 1936 Lyndale Avenue S Minneapolis, Minnesota 55403 Phone : 612-871-2222 Url : www.visionlossresources.com Email : Stevef@vlrw.org Fax : 1-612-872-0189 Steven Fischer | N | 0 |
| 51 | Winona ORC Industries, Inc. 1053 E. Mark Street Winona, Minnesota 55987 Phone : 507-452-1855 Url : www.worcind.org Fax : 1-507-452-1857 Bill Harris | N | 0 |
| 52 | Winona State University PO Box 5838 Winona Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 507-457-5516 Vicki Decker | N | 0 |
| 53 | Women in Transition 6715 Minnetonka Blvd. Suite 212 St Louis Park, Minnesota 55426 Phone : 612-752-8444 Url : www.eac-mn.org Email : Lszczesny@resource-mn.org Fax : 1-612-752-8401 Lonna Szczesny | N | 0 |
| 54 | Word of Mouth Referral | N | 1 |
| 55 | Workabilities, Inc. 7400 Laurel Ave. Golden Valley, Minnesota 55426 Phone : 763-541-1844 Url : www.workabilities.org Email : BILLLYONS@JUNO.COM Fax : 1-763-541-0415 Bill Lyons | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 39 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-----------|--|---|------------------------------|--|
| 1 | 1/1/2015 | Establishment of an intern program designed to assist members of the community | Cole Erie was a Sales Intern for the sales staff from 1/1/2015 to 10/31/2015. He then moved into a full time sales position with the radio station. | 3 | Sales Manager Sales Assistant Sales Intern |
| 2 | 4/20/2015 | Establishment of training programs for station personnel | Mefford Seminar for entire Sales staff. | 16 | Sales Manager |
| 3 | 7/20/2015 | Establishment of training programs for station personnel | Wide Orbit training in San Francisco, CA. | 1 | Mortensen |
| 4 | 11/1/2015 | Establishment of an intern program designed to assist members of the community | Taylor Kirt is currently the Sales Intern for the sales staff. | 3 | Sales Manager Sales Assistant Sales Intern |