

Annual EEOC Public File Report
Hometown Broadcasting, Inc. and Hometown Broadcasting of Austin, Inc.
 Covering the Period December 1, 2012 to November 30, 2013

Stations Comprising Station Employment Unit
KQPR(FM), Albert Lea, Minnesota
KQAQ(AM), Austin, Minnesota

EEO Contact:

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 Albert Lea, MN 56007

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 Contact Person: Anna Rahn
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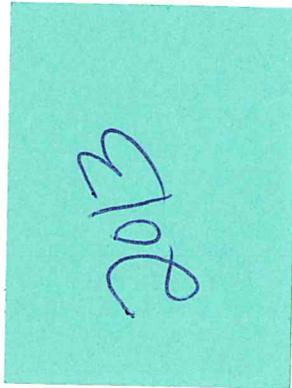
Vacancy Information

The following are job vacancies filled between December 1, 2012 and November 30, 2013 identified by job title and indicating the recruitment source that referred the successful candidate.

Full-Time Positions Filled by Job Title	DOE	Total # Interviewed	Recruitment Source of Hire #9	Recruitment Sources Utilized #9
1 FT Sales	9/3/13	1		

Recruitment Sources:

<u>Type</u>	<u>Contact</u>	<u>Address</u>	<u>Method of Contact</u>	<u>#Interviews from Source</u>
1. Vacancy Announcements on KQPR-FM & KQAQ-AM	Anna Rahn	109 East Clark St Albert Lea, MN 56007	507-373-9600	1
2. Albert Lea Tribune	Crystal Miller	808 W. Front St Albert Lea, MN 56007	507-373-1411	
3. Austin Daily Herald	Jana Gray	310 2 nd St NE Austin MN 55912	507-433-8851	
4. Freeborn Co Shopper	Julia Thompson	110 S Pearl St Albert Lea MN 56007	507-373-1310	
5. Mower Co Shopper	Julia Thompson	3405 W Oakland Ave Austin, MN 55912	507-437-7731	
6. MN Broadcasters Assoc	Megan Eischen	3033 Excelsior Blvd., Ste 301 Minneapolis, MN 55416	612-926-8123	
7. MN Workforce Center Web Postings: http:// minnesotaworks.net	Steve Bauer	1649 W Main Skyline Plaza Albert Lea, MN 56007	507-379-3409	
8. Personal Referral/ Unsolicited Applicant/ Resume on File-Past Recruitment	N/A	N/A	N/A	
9. Express Employment Professionals	Bill Lubke	1410 West Main Albert Lea, MN 56007	507-373-2826	
10. Chamber Job Bank	Randy Kehr	Northbridge Mall Bridge Street Albert lea, MN 56007	alfccoc@albertlea.org	



SUPPLEMENTAL RECRUITMENT OUTREACH INITIATIVES – Dec 1 2012 – Nov 30 2013

Jan '13 - **Tour of the Station.** Conducted a Station tour for a group of **local Cub Scout Pack Members and Leader** discussing broadcast in general and day-to-day responsibilities, also introduced Program Director/On-Air Announcer for discussion on what an announcer does, and cut a liner as a group. **Station Personnel: Ron Hunter**

March '13 - Had a **Booth at the Austin Home & Vacation Show** at the Packer Arena with station information and blank applications on hand. Station Employees rotated manning the booth throughout the 3 day event and spoke with attendees about broadcast career opportunities for their particular position.

4/29/13 – **Tour of Stations & Career Mentorship. Graduating Students from Lake Mills HS** participated in our Senior Nights event that accompanied by a School Official. They were present for 2-1/2 hours. Event started at 5:30pm w/complimentary dinner from local restaurant, followed by tour of the stations with a station appointed chaperone, and as a group they select all of the songs to air that evening and drafted some on-air prep. Then they're physically On-the Air Broadcasting for 2 hrs with an experienced Announcer - introducing songs, recognizing sponsors, and producing Graduation Safety Messages that air after the event, and weather announcements.

Station Personnel: Ron Hunter, Jerry Viktora

4/30/13 – **Tour of Stations & Career Mentorship. Graduating Students from Alden Conger HS** participated in our Senior Nights event.

Station Personnel: Jay Paul, Sindi Fulton

5/1/13 – **Tour of Stations & Career Mentorship. Graduating Students from USC (United South Central-Wells) HS Northwood Kensett HS** participated in our Senior Nights event.

Station Personnel: Steph Helleksen, Don Throlson

5/2/13 – **Tour of Stations & Career Mentorship. Graduating Students from Northwood Kensett HS** participated in our Senior Nights event.

Station Personnel: Steph Helleksen, Anna Rahn

5/6/13 - **Tour of Stations & Career Mentorship. Graduating Students from Blooming Prairie HS** participated in our Senior Nights event.

Station Personnel: Ron Hunter, Kathy Stuart

5/7/13 - **Tour of Stations & Career Mentorship. Graduating Students from NRHEG (New Richland, Hartland, Ellendale, Geneva) HS's** participated in our Senior Nights event.

Station Personnel: Steph Helleksen, Jerry Viktora

5/8/13 - **Tour of Stations & Career Mentorship. Graduating Students from Glenville Emmons HS** participated in our Senior Nights event.

Station Personnel: Jay Paul, Anna Rahn

5/9/13 – **Tour of Stations & Career Mentorship. Graduating Students from Austin Pacelli HS** participated in our Senior Nights event.

Station Personnel: Steph Helleksen, Tammy Swensen

5/10/13 – **Tour of Stations & Career Mentorship. Graduating Students from Albert Lea HS** participated in our Senior Nights event.

Station Personnel: Ron Hunter, April Habana

5/13/13– **Tour of Stations & Career Mentorship. Graduating Students from Austin Public HS** participated in our Senior Nights event.

Station Personnel: Jay Paul, Alexander Bloedel

Nov 2013: Traffic Employees received training on **new Electronic Invoicing Procedures** with Connie Coombie at Smart Tech: Tammy Swenson & April Habana

Nov 2013: 17 yr old **HS student Elijah O'Brein of Hayfield School job shadowed** Sales Associate Alexander Bloedel for 5 hrs learning Prospecting and Sales Calls.

Nov 2013: **Gustavus College Student Kadie Habana job shadowed** PC Technician Stephen Helleksen and assisted in Radio Project for 16 hrs titling and researching appropriate categorization for approximately 500 new songs to be added to the KQAQ Playlist.