

Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. B396 - 20121203BQJ
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee RADIO LICENSE HOLDING III, LLC		
Mailing Address 3280 PEACHTREE ROAD, NW SUITE 2300		
City ATLANTA	State or Country (if foreign address) GA	Zip Code 30305 -
Telephone Number (include area code) 4049490700	E-Mail Address (if available)	
	Facility ID Number 35505	Call Sign KQRS-FM
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)

KQRS-FM	35505	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	GOLDEN VALLEY, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No
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Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KXXR	35506	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MINNEAPOLIS, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WNSH	54838	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	CAMBRIDGE, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WGVX	61379	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	LAKEVILLE, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WGVZ	61541	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	EDEN PRAIRIE, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name MARK N. LIPP		Street Address 1776 K STREET, NW		
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027197503	

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during Yes No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent JOHN W. DICKEY
Title EXECUTIVE VICE PRESIDENT	Telephone No. (include area code) 4049490700
Date 12/3/2012	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: JANIS PIKAL	Title: BUSINESS MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced	[Exhibit 3]

difficulties in their outreach efforts should explain.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: EEO PUBLIC FILE REPORTS

Attachment 2

Description
2011 EEO Public File Report
2012 EEO Public File Report

Exhibit 3

Description: NARRATIVE STATEMENT

Attachment 3

Description
Narrative Statement re. Outreach Efforts

KQRS(FM), KXXR(FM), WGVX(FM), WGVY(FM), WGVZ(FM)
EEO PUBLIC FILE REPORT
September 16, 2011 – November 30, 2011¹

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
<i>No job openings were posted and filled during this abbreviated reporting period.</i>	<i>n/a</i>	<i>n/a</i>

¹ On September 16, 2011, the actions necessary to consummate the transfer of control of the stations in this employment unit were completed. See Existing Shareholders of Cumulus Media, Inc., et al., 29 FCC Rcd. 12956 (2011). As a result, the timeframe for this report is an abbreviated one, beginning on September 16, 2011.

KQRS(FM), KXXR(FM), WGVX(FM), WGVY(FM), WGVZ(FM)
EEO PUBLIC FILE REPORT
September 16, 2011 – November 30, 2011

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
<i>n/a</i>	<i>As noted in Section I, no job openings were posted and filled during this reporting period.</i>	<i>n/a</i>	<i>n/a</i>

KQRS(FM), KXXR(FM), WGVX(FM), WGVY(FM), WGVZ(FM)
EEO PUBLIC FILE REPORT
September 16, 2011 – November 30, 2011

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate Job Fair	<p>On September 28, 2011, our SEU participated in and co-sponsored (along with other local businesses and community organizations) the PSI (Personnel Strategies, Inc.)/NAACP Regional Diversity Job Fair. (Additional co-sponsors included: Minnesota Workforce; Job Dig; Workforce Diversity; and Employment News). Our SEU stations aired public service announcements to promote the event. Further, SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Human Resources Director, Local Sales Manager, Internet Manager, Promotions Director and Programming Director.</p>
2	Internship Program/Promotions	<p>Our SEU hosts an ongoing internship program designed to provide participants with “hands-on” experience and teach them “the world of radio” to facilitate a successful career in broadcasting. The SEU recruits interns from a wide variety of educational institutions which include: the University of Minnesota; the University of Wisconsin; the University of St. Thomas; Brown College; IPR/Institute of Production Recording; Hamline University; St. Cloud State; and, Minnesota School of Business. Additionally, internship opportunities are posted on station websites, which are updated regularly. Our Program runs for twelve months and interns are expected to devote 5-to-15 hours per week to the SEU. Promotions Directors supervised our interns during this reporting period, which included 15 interns for KQRR, 17 for KXXR and 15 for WGVX in each Station’s promotions department.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in event/program designed to disseminate information about careers in broadcasting	<p>One of our KXXR talents, in partnership with McNally Smith College, works with students on a weekly basis, along with an instructor at McNally Smith College, to produce an "Ask the Expert" segment broadcast on KXXR "Loud & Local." Further, our KXXR Announcer makes sure that the students have an opportunity to observe the production of Loud & Local, help review new music submitted to the show for airplay, assist in commercial production of the segments, and learn how to use the recording and editing equipment/software. The students also learn how to run a radio console and are given a brief overview of the radio station in general.</p>

KQRS(FM), KXXR(FM), WGVX(FM), WNSH(FM), WGVZ(FM)¹
EEO PUBLIC FILE REPORT
December 1, 2011 – November 30, 2012²

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
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	3
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	1
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	1
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	16
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	16
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	1
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	1
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	1
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	1
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	3
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	1
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	1
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	30
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	16
Account Executive	1, 3, 5-9, 11-27, 29-32, 34	1
Sales Manager	1, 3, 5-9, 11-27, 29-32, 34	1
Receptionist	1, 5, 7-27, 29, 31-34	1
Business Office Manager	5, 7-15, 17-18, 20-22, 24-27, 29, 31-33	21

¹ On November 26, 2012, Radio Licensee Holding III, LLC, changed the call sign of FM Station WGVY, Cambridge, Minnesota, to WNSH.

² This Report includes recruitment activity from December 1, 2011, through November 20, 2012.

KQRS(FM), KXXR(FM), WGVX(FM), WNSH(FM), WGVZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2011 – November 30, 2012

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	Word-of-Mouth Referral	N	39
2	<i>Intentionally Omitted</i>	<i>n/a</i>	<i>n/a</i>
3	On-Air Announcements <i>(one or more SEU stations)</i>	N	11
4	Job Fair <i>(see Section III)</i>	N	0
5	Clues 2700 Lake Street East Minneapolis, MN 55406 Attn: Karla Bachman 612-746-3500; Fax: 651-292-0347	N	0
6	Minnesota Department of Employment www.minnesotaworks.net	N	0
7	HIRED 1200 Plymouth Avenue N Minneapolis, MN 55411 Attn: Phylcia Freeman 612-287-1381 Phylcia.freeman@hired.com	N	0
8	Stubbe & Associates 17808 Excelsior Boulevard Minnetonka, MN 55435 Attn: Kari Brustad 952-470-4920 voc@stubbe.com	N	0
9	Multicultural Center Academic Excellence 176 Klæber Court Minneapolis, MN 55455 Attn: Juavah Lee 612-624-9028 leex048@umn.edu	N	0
10	Multicultural Center (Duluth) KSC 236 Duluth, MN 55812 Attn: Susana Pelayo 218-726-8444; Fax: 218-726-6244	N	0
11	Circle of Indigenous Nations 125 Fraser Hall Minneapolis, MN 55455 Attn: Job Bank 612-624-2555; Fax: 612-626-7840	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	American Indian OIC 1845 E. Franklin Avenue Minneapolis, MN 55404 Attn: Stephanie Needham-Grey Eagle 612-341-3358; Fax: 612-341-3766	Y	0
13	American Women Radio Television 1100 Riverview Tower Minneapolis MN 55425 Attn: Wanda Blair 952-851-7214; Fax: 952-851-1610	N	0
14	CAPI USA 3702 E. Lake Street Minneapolis, MN 55406 Attn: Sean Watkins 612-721-0122; Fax: 612-721-7054	N	0
15	Summit Academy OIC 935 Olson Memorial Highway Minneapolis, MN 55405 612-278-6579; Fax: 612-377-0156	Y	0
16	Craigslist minneapolis.craigslist.org	N	4
17	Courage Center 3915 Golden Valley Road Minneapolis, MN 55422 Attn: Sara Sundeen 763-520-0509; Fax: 763-520-0861 sara.sundeen@couragecenter.org	Y	0
18	Hmong American Partnership 1075 Arcade Street St. Paul, MN 55106 Attn: Eric Bestrom 651-495-9160; Fax: 651-495-1699 eric@hmong.org	Y	0
19	IPR- Institute Production Recording 312 Washington Avenue N Minneapolis MN 55401 Attn: Sandra Robinson 612-375-1900 srobinson@ipr.edu	N	0
20	Jewish Family Placement Specialist 13100 Wayzata Boulevard Minnetonka, MN 55305 Attn: Aaron Karasov 952-417-2127; Fax: 952-417-0227 akarasov@ifcsMinneapolis.org	Y	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Minnesota Broadcasters Association 3033 Excelsior Boulevard Minneapolis, MN 55416 Attn: Linda Lasere 612-926-8123; Fax: 612-926-9761 llasere@minnesotabroadcasters.com	Y	2
22	Minneapolis Urban League 2100 Plymouth Ave N Minneapolis, MN 55411 Attn: Stephen Robinson 612-302-3100; Fax:612-521-1444	N	0
23	ITT Technical Institute lsabulsky@itt-tech.edu	N	0
24	Media Institute 4100 W. 76 th Street Edina, MN 55435 Attn: Drew Ailes 612-808-0171 dailes@mediainstitute.edu	Y	0
25	Minneapolis American Indian Center 1530 E. Franklin Avenue Minneapolis, MN 55404 Attn: Morgan Thompson 612-879-1710; Fax: 612-879-1795 mthompson@maicnet.org	Y	0
26	Phyllis Wheatley Community Center 1301 10 th Ave N Minneapolis, MN 55411 Attn: Valerie Stevenson 612-374-4342; Fax: 612-377-9089	N	0
27	Rise, Inc. 2003 Central Avenue NE Minneapolis, MN 55418 Attn: Robert Reedy 612-781-3114; Fax: 612-781-1288 rreedy@rise.org	N	0
28	St. Paul Urban League 401 Selby Avenue St. Paul, MN 55102 651-224-5771; Fax:651-224-8009	N	0
29	State of Minnesota Council on Black Minnesotans 2233 University Avenue W St. Paul, MN 55114 Attn: Lester Collins 651-643-30155; Fax: 651-643-3580 lestercollins@state.mn.us	N	0
30	Indeed Website Indeed.com	N	14

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Lifeworks Services 2965 Lone Oak Drive Eagan, MN 55121 Attn: Jean Grossman 651-353-8732 jgrossman@lifeworks.org	Y	0
32	Goodwill Easter Seals mlindstrom@goodwilleasterseals.org	Y	0
33	Asian American Renaissance ebatic@msn.com	N	0
34	Station Website Postings <i>(one or more SEU stations)</i>	N	0
35	LinkedIn.com <i>(not directly contacted by SEU)</i>	N	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			76

KQRS(FM), KXXR(FM), WGVX(FM), WNSH(FM), WGVZ(FM)

EEO PUBLIC FILE REPORT

December 1, 2011 – November 30, 2012

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program/KXXR Morning Show & Brown College	KXXR, in close partnership with Brown College, has established an ongoing Morning Show internship program. Members of the KXXR morning show staff mentor Brown College students from 6-9 a.m. three days a week for 6 weeks. The student interns perform various tasks including recording and editing audio, screening telephone phone calls and facilitating contests. They gain experience preparing news and traffic reports, gathering information from prep services and assisting guests in and out of the studios for interviews. This Program provides the students with a unique understanding of what it takes to produce a fast-paced commercial radio morning show.
2	Internship Program/Promotions	Our SEU hosts an ongoing internship program designed to provide participants with "hands-on" experience and teach them "the world of radio" to facilitate a successful career in broadcasting. The SEU recruits interns from a wide variety of educational institutions which include: the University of Minnesota; the University of Wisconsin; the University of St. Thomas; Brown College; IPR/Institute of Production Recording; Hamline University; St. Cloud State; and, Minnesota School of Business. Additionally, internship opportunities are posted on station websites, which are updated regularly. Our Program runs for twelve months and interns are expected to devote 5-to-15 hours per week to the SEU. Promotions Directors supervised our interns during this reporting period, which included 16 interns for KQRS and 2 for KXXR in the promotions department.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Host Open House	On March 7, 2012, our SEU hosted a sales open house at our facilities in Minneapolis. Our Sales Staff gave attendees a tour of the facilities followed by a sales presentation. Our Sales Staff explained what selling radio time for a successful cluster entails as well as job sales openings within the SEU. This event was promoted over the air on one or more SEU stations.

Outreach Efforts

Descriptions of the outreach efforts undertaken by this station employment unit (“SEU”) are provided in the attached EEO Public File Reports and include such activities as hosting internship programs, hosting an open house and participating in an event /program designed to disseminate information about careers in broadcasting as well as a job fair. This employment unit has experienced no notable difficulties in its outreach efforts during the term commencing on September 16, 2011 – the consummation date of the merger transaction that established the new ownership structure of the applicant, *see Existing Shareholders of Cumulus Media, Inc., et al.*, 29 FCC Rcd 12956 (2011) – and ending on the certification date of this application.