

KSMQ-TV, Austin, Minnesota  
Annual EEO Public File Report  
November 22, 2017 – November 21, 2018

## RECRUITMENT REPORT

No employees were hired during the reporting period.

### 1. Outreach Initiatives

KSMQ provides unpaid internships to junior and senior level college students in the areas of television production and editing. This effort is coordinated with the work-study opportunities available through Riverland Community College. The students are encouraged to participate in all facets of production and mentored if at all possible. We had two applicants from Minnesota State University-Mankato for internship in this reporting period that we accepted into our program. KSMQ also provided job shadowing opportunities for a student from Austin High School. The President and CEO participated in a job and career fair for at-risk high school students held at Riverland Community College. The production department hosted a tour of the station for FFA students.

2. Provision of training to all personnel as to methods of ensuring equal employment opportunity and preventing discrimination in the workplace was provided through a video presentation. The station provided a Harassment and Diversity Training for all employees, managers and sub-contractors.

Employees are encouraged to apply for a nine-month leadership program “Leadership Austin” designed by the Chamber of Commerce in cooperation with Riverland Community College, Training and Development Division. This program is intended for employees who exhibit management potential. KSMQ encourages all interested employees to apply. During the program, one day is spent entirely on diversity issues, including workplace discrimination.

3. Establishment of Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Producers participated in the Advanced Storytelling Workshop in San Marcos, Texas and attended the Frozen Film Festival in Winona, Minnesota. The managing editor attended the NETA Conference and CPB Thought Forum.

These trainings can help qualify an employee for a higher level position. All department personnel are encouraged to participate in leadership webinars, if available.