

KXRA, KXRA-FM, KXRZ
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

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	2
Account Executive	1-3	2

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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	Minnesota Broadcasters Association 3033 Excelsior BLVD Minneapolis, Minnesota 55416 Phone : 800-245-5838 Fax : 1-612-926-9761 Wendy Paulson	N	0
2	On Air Recruitment Ad	N	2
3	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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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	2/1/2023	Establishment of a mentoring program	<p>This class is called “Career Internship” and is designed to give the student a real hands-on experience over the course of thirty (30) days on-site. These days were spread out over the course of these four months.</p> <p>The student we hosted was a senior in high school with an interest in audio and video career fields with a particular interest in radio broadcast sales. He spent time in virtually all areas of our operation, meeting and working with people in the following departments:</p>	5	Station Manager Sales Manager
2	2/1/2023	Co Sponsoring Job Fair	<p>Our three radio stations co-sponsored the Greater Alexandria Area Job Fair, held at the Alexandria Technical College. This event is not just for college students, but is intended to be a showcase of job opportunities available. The event is open to the public. It focuses not only on actual job openings, but provides job seekers with many resources, such as mini seminars on how to write a resume and how to interview well. The following Department Heads work our booth at the Job Fair: GM Brett Paradis, Sales Manager Chris Uhde, and KX92 PD Michael Right. In addition, our stations air some \$5,000.00 worth of airtime to promote the event, and also provide news stories and interviews with the leaders involved. We also included this event in stories on our website www.voiceofalexandria.com</p>	3	Station Manager general manager
3	Ongoing Event	Establishment of training programs for station personnel	Annual sales training to include sales and programming staff, to continue to mentor staff and promote careers in broadcasting	12	Station Manager Sales Manager