

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM
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
Business Manager	2,4,5,7	4
Operationa Manager	2,4,7	7
Interactive Media Sales	3,4,5,7	4

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM
EEO PUBLIC FILE REPORT
December 1, 2022-November 30, 2023**

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 Workforce Center 1649 West Main Albert Lea, Minnesota 56007 Phone: 507-369-1472 Fax #: 1-507-379-3413 Contact: Valarie Kvale Contact Email: vkvale@wfdi.ws	No	0
2	Minnesota Broadcasters Association 3033 Excelsior Boulevard, Suite 440 Minneapolis, Minnesota 55416 Phone: 612-926-8123 Fax #: 1-612-926-9761 Contact: Linda Lasere Contact Email: llasere@minnesotabroadcasters.com	No	0
3	On-Air Announcements (<i>one or more SEU stations</i>) and/or KATE’s “Conversations with Val and the MN Workforce Center”	No	0
4	Alpha Media Careers Website www.alphamediausa.com/careers	No	5
5	Word-of-Mouth Referral	No	2
6	STAA (Sports Talent Agency of America) PO Box1024 Del Mar, CA 92014 http://staatalent.com/	No	0
7	Indeed Website www.indeed.com	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM
EEO PUBLIC FILE REPORT
December 1, 2022-November 30, 2023**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in job banks, Internet programs, and other programs designed to promote outreach generally	Monthly during this reporting period, Station KATE(AM), in conjunction with the Minnesota Workforce Center, broadcasts a live interview providing listeners with valuable information about local employment opportunities, including job openings within the SEU, as well local programs focused on career building. SEU participants include our News and Program Directors.
2	Establishment of training programs for Station personnel	In November 2023, All FTE participated in SAP Litmos training programs that were provided by Alpha Media The professional development programs covered subjects relating to HR and Safety in the workplace
3	Establishment of training programs for Station personnel	In the calendar year 2023 once per month we provided an on-going training program entitled DAARE designed to improve their sales and on-air skillsets. This program gave individuals the training necessary for future advancement.
4	Management-level training to further professional development	In November 2023, our Management team participated in 4 HR training programs provided by Alpha Media The professional development programs for effective management
5	Management-level training ensuring equal employment opportunity and preventing discrimination	On September 15, 2023 SEU's Market Manager and Regional Business Manager participated in a webinar conducted by Wiley Rein focused on the FCC's Equal Employment Opportunity Rules. This webinar was designed to enhance Alpha Media LLC EEO Recruitment, Recordkeeping and Reporting processes.

