

LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF _____, 200_ through _____, 200_

Complete this worksheet continuously every time a vacancy is filled

Job Title: No Full time Date Filled: _____

Job Title: Hired on part time Date Filled: _____

Job Title: period Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.

Job Title for Vacancy: NO Full Time Vacancy Date Vacancy Filled: _____

Recruitment Source for Actual Hire: _____

* * * * *

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

**TALLY OF INTERVIEWEE SOURCES
FOR EACH FULL-TIME VACANCY**

Complete this worksheet for each full-time vacancy.

Job Title for Vacancy: No Full time Date Vacancy Filled: None

Recruitment Source	Number of Interviewees Referred by Source
<i>during this time period</i>	

Use these forms for internal purposes only in order to determine the total number of interviewees, as well as the total number of interviewees referred by each recruitment source. Use the results to complete the "Yearly Total number of Interviewees and Total Number of Interviewees Referred by Each Recruitment source" sheet (Page 17)

YEARLY TOTAL NUMBER OF INTERVIEWEES AND TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE

Complete this worksheet on the anniversary date of the renewal filing due date using the Tally of Interviewee Sources for Each Full-Time Vacancy (Page 16)

Yearly Period Beginning: Dec. 1, 2013 Ending: NOV. 30, 2014
Total Number of Persons Interviewed for Full-Time Vacancies: 0 No Full-Time Hired

* * * * *

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

SUMMARY DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form to summarize the activities compiled on the Description of Supplemental Outreach Initiatives worksheets (page 16).¹⁷ Stations required to engage in four initiatives should use an additional sheet to include remaining initiatives.

2014

2/4 YEAR PERIOD BEGINNING Dec. 1st, ~~2013~~ ²⁰¹³ AND ENDING NOV 30th, ~~2014~~

Specify First Initiative: Showcase Extravaganza at Prairies Edge Casino April 4-5, 2014

Describe activities undertaken to fulfill that initiative: Sponsored area vendor show in Granite Falls. Display booths KDMA KMGH KKRC - booth with station information and application forms available

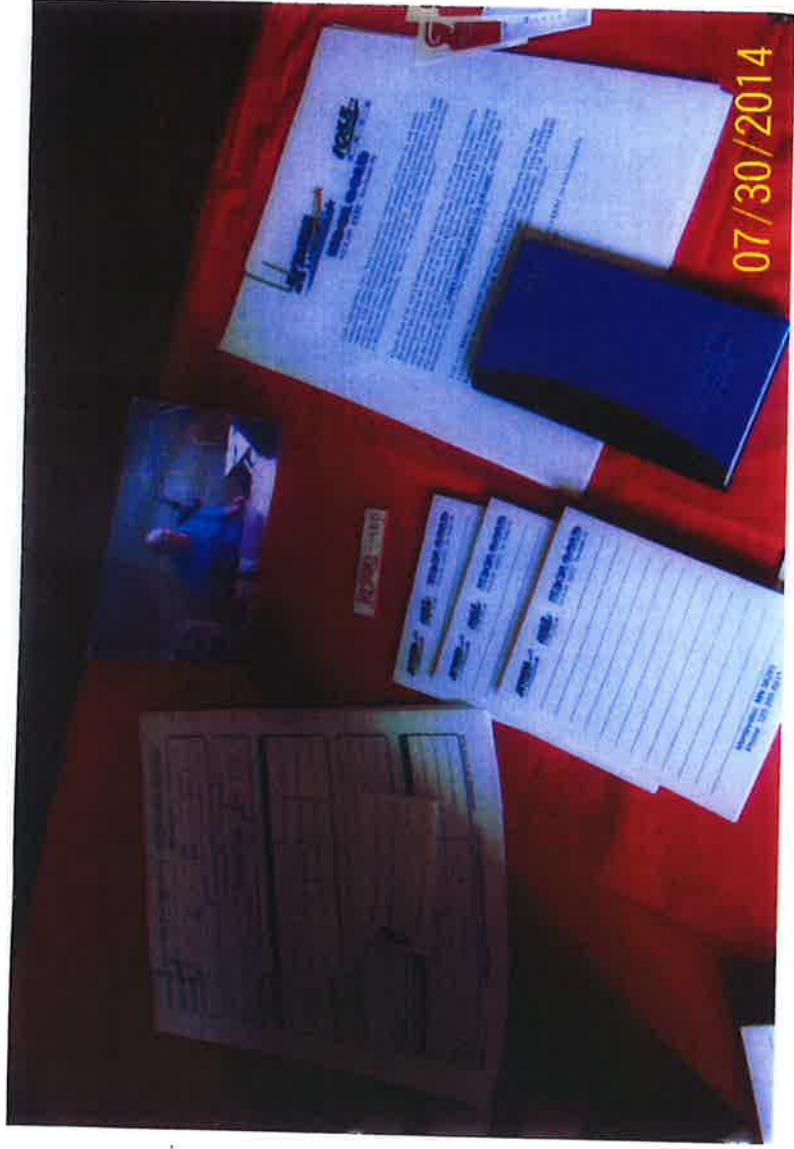
Specify Second Initiative: Chippewa Co. Fair Montevideo July 30th - Aug 2nd

Describe activities undertaken to fulfill that initiative: Set up booth at County Fair Station information available to interested people

Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.



SHOWCASE Am 45-
2014



Chippewa
County Fair 7-30 - Aug 2 2014

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2014 YEAR PERIOD BEGINNING DEC. 1, 2013 AND ENDING NOV. 30, 2014

Specify First Initiative: Career Day at Montevideo High School Nov. 12, 2014

Describe activities undertaken to fulfill that initiative:

Spoke with interested students about radio careers. Table set up with station information, applications and scholarship opportunities

Specify Second Initiative:

Describe activities undertaken to fulfill that initiative:

Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.

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2014
214 YEAR PERIOD BEGINNING Dec 1, 2013 AND ENDING Nov. 30, 200

Specify First Initiative: Internship Program available to all interested in broadcasting opportunities

Describe activities undertaken to fulfill that initiative:

A detailed information sheet has been written to explain opportunities to those interested in experiencing a potential internship with KDMA TMMN KKRC Radio

Specify Second Initiative:

Describe activities undertaken to fulfill that initiative:

Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.



KDMA-KMGM-KKRC has intern and mentor programs available. These programs are designed to assist members of the community and our listening area acquire skills needed for a future position in the field of broadcasting.

The purpose of this program is to help prepare a future generation of broadcasters for the challenges they will face. We welcome this opportunity to help 'make a difference' in the preparation for a potential career in this exciting business.

There are many choices within the broadcast field. In addition to Announcing, there are also positions available in News, Sales, Traffic-Office, Programming, Promotions, Engineering, and Management.

What can you expect to get out of our intern or mentor programs? We will give you a general idea of what you can expect if you enter the broadcast industry. How much time you put in will be up to you. This is not a paid internship. It is designed to educate you on the basics of how the industry works, what it takes to get our programming on the air, to find out if this is a career you would like to pursue.

Here are a few of the things we hope to accomplish during your internship with us:

1. Improve your communication and leadership skills.
2. Show you the latest technology and skills needed to work in broadcasting.
3. Educate you with the information you will need to compete in this profession.
4. Help guide you through any 'specific' areas of interest you may have, and if need be, schedule most of your hours in this area.
5. Provide an easier transition into this field should you decide to pursue it.
6. Offer you the 'hands-on' opportunity to take part in station projects.

If a career in the Broadcast Industry is something you have always thought you would like to do, we invite you to apply for one of our programs. Take it upon yourself to put your abilities to the limit! Don't be afraid to let us know what your interests are, and ask as many questions as you want. Our entire staff will be happy to help you in any way we can. We will do our best to give you a general idea of the skills you will need to develop if you choose to become a part of the Broadcast Industry.

Your internship program will be tailored to your interests, and the hours required for this internship.... with a meeting between yourself and the General Manager or Department manager. Call KDMA-KMGM-KKRC AT 320-269-8815, KDMA is a Equal Opportunity Employer!
Roger Hill General Manager, KDMA, KMGM, & KKRC RADIO.

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2/4 YEAR PERIOD BEGINNING Dec 1, 2013 AND ENDING Nov 30, 2014

Specify First Initiative: Corporate EEO Training
Manager's Meeting Sept. 24th 25th 2014

Describe activities undertaken to fulfill that initiative:

Jim Butters Corporate Vice President
for Instad Broadcasting
Reviewed Sprongs of EEO
Responsibility

Specify Second Initiative: _____

Describe activities undertaken to fulfill that initiative:

Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.

Certificate of EEO Training

This certifies that Respek Hill participated in EEO

Training at the Ingstad Broadcasting Managers Meeting held on 9-25-14

at Mareott West.

Included in our training was focus on the 3 Prongs of EEO emphasis:

1. Recruit for all Full Time Employee openings.
2. Notification of job vacancies provided to all qualifying organizations in addition to Prong #1.
3. Menu Options for Supplemental outreach Initiatives.

Our training went into detail on each of the above.

Reminder was also made to have our annual reports available in our Public File, and on our Web sites on Dec. 1st of this year.

Certified by Ingstad EEO VP Operations,
Jim Bartels

Jim Bartels

Date: 9-25-14

1. Full time
 2. Part time
 3. Full time
 4. Part time
 5. Full time
 6. Part time
 7. Full time
 8. Part time
 9. Full time
 10. Part time

• Planning Approach & Indicators
 • In record keeping
 • In case report - in file & on file



Sep 24-25
 Mgmt meet



MINS MEET

Sept 24-25
2014



2014
Sept 24-25
MGR Meet