

**Rapids Radio LLC**  
**Equal Employment Opportunity (EEO)**  
**Public File Report**  
**December 1, 2022 – November 30, 2023**  
**Placed in Public File \_\_\_\_**

Stations: KOZY-AM/KMFY-FM/KBAJ-FM Radio

EEO Public Form Covering the Period from 12/01/2022 to 11/30/2023

Contents:

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- 1) Full time Jobs Filled W/Sources
- 2) Recruitment Source Information
- 3) Summary of Prong 3 Outreach Activities

Yearly Totals  
Positions Filled        4

1) Full Time Jobs Filled

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Annual EEO Public Report Form covering the Period from 11/1/22 to 11/30/2023

No.	Job Title	Recruitment Sources	Applicants	Interviews	Month
1	General Manager	1, 3, 6, 7, 8, 10,12	18	3	12/2022
2	Account Representative	1, 3, 6, 7, 8, 9	20	5	5/2023
3	Announcer	1, 3, 7, 8, 9	10	3	6/2023

2) Recruitment Sources for all Hires

1) **Radio Stations KOZY & KMFY & KBAJ**

On-Air Announcements

P.O. Box 597

Grand Rapids, MN 55744

Sheldon Slaubaugh

218-999-5699

2) **Grand Rapids Herald Review**

301 NW 1st Ave

Grand Rapids, MN 55744

Classified Advertising Dep't.

218-326-6623

3) **Minnesota Broadcasters Association Online Job Posting forum**

Minnesota Broadcasters Association

408 Saint Peter Street

Suite 423

St. Paul, MN 55102

612-926-8123

[tim.hyde@minnesotabroadcasters.com](mailto:tim.hyde@minnesotabroadcasters.com)

4) **Minnesota Broadcasters Association Job Posting Newsletter**

Minnesota Broadcasters Association

408 Saint Peter Street

Suite 423

St. Paul, MN 55102

612-926-8123

[tim.hyde@minnesotabroadcasters.com](mailto:tim.hyde@minnesotabroadcasters.com)

5) **Personnel Dynamics**

604 1<sup>st</sup> Avenue NW

Grand Rapids, MN

(218) 327-9554

6) **Indeed-** <https://www.indeed.com>

7) **Facebook- KOZY/KMFY/J105**

8) **Radio Station Web Page-** <https://www.kozyradio.com>

<https://www.kmfyradio.com>

<https://www.J105radio.com>

9) **Employee Referral**

- 10) **All Access-** <https://www.allaccess.com>
- 11) **Linked In-** <https://www.linkedin.com>
- 12) **Radio Online-** <https://menu.radio-online.com/>

**Recruitment from each Source:**

<b>Source</b>	<b>#Applicants from this Source</b>	<b>F/T Positions Filled from this Source</b>
On Air Radio Recruitment	9	
KOZY/KMFY/KBAJ Web page	1	1
Indeed.com	31	1
Facebook	3	
Minnesota Broadcasters	0	
Employee Referral	2	2
All-Access	2	

3) Outreach Efforts 12/01/2022 to 11/30/2023

Rapids Radio hosted intern Matthew Hannah. He is a student from Greenway High School. Matthew is interested in the field of radio. Matthew spends about 6 hours a week at the stations, learning sales, on-air, interviewing techniques, and basic run of the equipment.

Rapids Radio hired a local high school student Tori Gunderson as a part-time news reporter. Tori is attending local government meetings and writing and recording a story from the contents. Tori works under 15 hours a week, but is gaining valuable skills in both local government and radio production.

### Ongoing

Description: **High School Outreach** Throughout the school year, KOZY/KMFY/KBAJ Radio broadcasts a series of radio programs written, recorded and produced by Grand Rapids High School students. Andrew Kottke is this year's student broadcaster. Through the course of the radio series, the students learn valuable radio skills as well as gained insight into the broadcast medium.

Description: **High School Outreach** During the school year Joe Gigliotti hosts "The Sports Issue". Various area high school sports teams come into the studio every Saturday to talk about their team on the air. They get a tour of the building and get their questions answered about broadcasting. Up to 20 kids per week are exposed to what we do.

Description: **High School Outreach** Throughout the school year, KOZY/KMFY/KBAJ Radio broadcasts a series of radio programs written, recorded and produced by Greenway High School students. Matthew Hannah is this year's student broadcaster. Through the course of the radio series, the students learn valuable radio skills as well as gained insight into the broadcast medium.

### Monthly **Jobs Newsletter**

KOZY/KMFY/KBAJ radio personnel are made aware of any and all job openings within stations who participate in the Minnesota Broadcasters Association. MBA newsletters, with job opportunities, are posted in the studio, allowing station employees the opportunity for enrichment in jobs available within the MBA family.

### Monthly **Membership**

Rapids Radio is a member of the Minnesota Broadcasters Association.

### Description: **Tours**

KOZY/KMFY/KBAJ offer tours of the stations to any group or club.