

EEO KDMA AM/FM KMGM FM

From: Andy Coulter, General Manager

11-30-2018

Andy Coulter KDMA/KMGM General Manager reviewed EEO program for stations. We currently disseminate information of full time openings via KDMA AM/FM, KMGM FM, kdmanews.com, and allaccess.com.

I believe that this group of resources is adequately covering our trade area and the city of license when an opening occurs. This gives us a broad dissemination and outreach.

We pass out a letter to area groups and organizations, asking if they wish to be notified of any full time openings.

We will be doing this again in 2019. We are looking to do the following: We have made a sign indicating the KDMA/KMGM applications are available here made for us to put up on public functions that we attend, such as our meet and greet and the area fairs that we have booths at. I have participated in the Ingstad broadcasting annual EEO training which was held on October 10th 2018 at the Marriott in the Twin Cities.

This concludes the review items that we went over and plan to implement per our annual EEO KDMA/KMGM evaluation.

Andy Coulter

General Manager, KDMA AM/FM/KMGM Radio Montevideo, Granite Falls MN.



LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF Dec 1, 2007 through Nov 30, 2008

Complete this worksheet continuously every time a vacancy is filled

- Job Title: GM Date Filled: 12-1-17
- Job Title: News Director Date Filled: 5-14-14
- Job Title: News Director Date Filled: 10-1-14
- Job Title: Program Director Date Filled: 11-1-14
- 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.

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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: GM Date Vacancy Filled: 12-1-17

Recruitment Source for Actual Hire: Switch Position with former GM who went back to Sales Account Executive

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
| In House | VP - Jim Bartels - 507-766-4015 |
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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: News Director **Date Vacancy Filled:** 5-14-16

Recruitment Source for Actual Hire: KDMA-KM6M Radio and website
All Access

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
| KDMA-KM6M | LM Andy Collier - 320-269-4815 |
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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: News Director Date Vacancy Filled: 10-1-18

Recruitment Source for Actual Hire: Word of Mouth - Need of immediate Hire

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
| KOMA - KMbM employee | bM Andy Colter 330-269-4815 |
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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: Program Director Date Vacancy Filled: 11-1-18

Recruitment Source for Actual Hire: KDMA-KM6M Radio/and website
All Access

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
| KDMA-KM6M website | 6M Andy Colter 330-269-8815 |
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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.

**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 2017 Ending: Nov. 30 2018

Total Number of Persons Interviewed for Full-Time Vacancies: 5

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Total Number of Interviewees Referred by Each Recruitment Source:

| Recruitment Source Name | Total Number of Interviewees |
|-------------------------|---------------------------------|
| KDMA / KMBM | 5 |
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*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.*

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SUMMARY DESCRIPTION OF
SUPPLEMENTAL OUTREACH INITIATIVES

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

214 YEAR PERIOD BEGINNING Dec 1, 2007 AND ENDING Nov 30, 2008

Specify First Initiative: Yellow Medicine Fair by MN

Describe activities undertaken to fulfill that initiative:

Had booth with station initiatives for
people at the fair - including job application

Specify Second Initiative: ~~Yellow~~ Swift Co. Fair, Appleton, MN

Describe activities undertaken to fulfill that initiative:

Booth with station information available for
fair goes both days

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

**SUMMARY DESCRIPTION OF
SUPPLEMENTAL OUTREACH INITIATIVES**

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

2 1/4 YEAR PERIOD BEGINNING Dec 1, 2007 AND ENDING Nov 30, 2008

Specify First Initiative: Chilhowe Co. Fair - Montverde

Describe activities undertaken to fulfill that initiative:

Featured a station booth for 4 days of the
County Fair - station information available
with job applications, program schedules

Specify Second Initiative: Webinar of FCC's EEO Rule

2018

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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