

**KRCH(FM), KMFY-FM, KFAN(AM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 – November 30, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	5-6, 9-10, 18	18
Account Executive	5-6, 9-10, 14-16, 18	9

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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 12-month period
1	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
2	<b>Minnesota Workforce Center</b> ( <i>website maintained by Minnesota Department of Employment and Economic Development</i> ) <a href="http://www.mnwfc.org">www.mnwfc.org</a> 1st National Bank Building 332 Minnesota Street, Suite E200 Saint Paul, MN 55101-1351 Phone: 1-800-657-3858	N	0
3	<b>Winonan</b> ( <i>Winona State University College Newspaper</i> ) P. O. Box 5838 Winona, MN 55987 Phone: (507) 457-5677 E-mail: <a href="mailto:winonan@winona.edu">winonan@winona.edu</a>	N	0
4	<b>The Echo</b> ( <i>Rochester Community and Technical College Newspaper</i> ) 851 30 <sup>th</sup> Avenue SE, Rochester, MN 55904-4999 Contact: Mark Schnaedter Phone: (507) 529-2728 E-mail: <a href="mailto:mark.schnaedter@roch.edu">mark.schnaedter@roch.edu</a>	N	0
5	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	N	0
6	<b>Minnesota Broadcasters Association</b> ( <i>online job bank &amp; monthly newsletter</i> ) <a href="http://www.minnesotabroadcasters.com">www.minnesotabroadcasters.com</a>	N	0
7	<b>Career Page Website</b> <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
8	<b>All Access Music Group</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
9	<b>iHeartMedia Career Website</b> <a href="http://www.iheartmediacareers.com">www.iheartmediacareers.com</a>	N	2
10	<b>Rochester Post-Bulletin</b> ( <i>also posted online at: <a href="http://postbulletin.com">postbulletin.com</a></i> ) 18 First Avenue, SE P. O. Box 6118 Rochester, MN 55903 Phone: 1-800-562-1758 Contact: Elizabeth Abrahamson Phone: (507) 281-7475 E-mail: <a href="mailto:eabrahamson@postbulletin.com">eabrahamson@postbulletin.com</a> <a href="http://www.postbulletin.com">www.postbulletin.com</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
11	<b>All About Country Website</b> <a href="http://www.allaboutcountry.com">www.allaboutcountry.com</a>	N	0
12	<b>Employ Diversity Website</b> <a href="http://www.employdiversity.com">www.employdiversity.com</a>	N	0
13	<b>American Women in Radio &amp; Television</b> <a href="http://www.awrt.org">www.awrt.org</a> 1760 Old Meadow Road, Ste. 500 McLean, Virginia 22102 Phone: 703-506-3290	N	0
14	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
15	<b>Glassdoor Website</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	0
16	<b>Simply Hired Website</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	N	0
17	<b>Internal Transfer/Promotion</b>	N	0
18	<b>Word-of-Mouth Referral</b>	N	4
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>6</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Mentoring Program	<p>During this reporting period, our SEU's Operations Manager continued to mentor our Board Operator to further develop her skill-set. She received instruction about commercial production and editing using state-of-the-art recording and editing equipment as well as music and commercial scheduling for the daily broadcast logs. She also gained additional experience assisting as a studio engineer for remote broadcasts and sporting events.</p>
<b>2</b>	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	<p>On October 20, 2016, our SEU hosted a student from Century High School for the day to observe radio station operations. He initially met with our Operations Manager, who provided an overview of how our cluster of radio stations operates, gave him a tour of the facilities and introduced him to other members of the SEU staff. Following this introduction, he spent hours "shadowing" our KMFY-FM On-Air Personality to learn more about the responsibilities of an On-Air Personality during which he was taught how to produce commercials and sat in on a KMFY-FM live on-air shift. Before concluding his visit, he and our Operations Manager met to talk about his experience and get answers to any remaining questions.</p>