

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Sales Manager	5-8, 11-12, 15, 17, 19, 21-22, 27, 29, 31, 33, 35, 38, 40, 42-44, 46, 48, 52-53, 55, 57, 59, 62-73, 79-81, 83-86, 92, 94, 96, 98-99, 102-103, 106-109, 114, 116-117, 119, 122-123, 126-129, 134-135, 140-141, 143-145, 149-150, 152	152
Account Executive	5, 7, 9, 11, 13, 15-20, 23, 30, 32-33, 36, 41-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 101-102, 106-109, 114, 116, 122, 124, 127, 129, 134, 136, 140, 145-147, 149, 152	152
Account Executive	5, 7, 9, 11, 13, 15-20, 23, 30, 32-33, 36, 41-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 101-102, 106-109, 114, 116, 122, 124, 127, 129, 134, 136, 140, 145-147, 149, 152	152
Account Executive	5, 7, 9, 11, 13, 15-20, 23, 30, 32-33, 36, 41-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 101-102, 106-109, 114, 116, 122, 124, 127, 129, 134, 136, 140, 145-147, 149, 152	152
Account Executive	5, 7, 9, 11, 13, 15-20, 23, 30, 32-33, 36, 41-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 101-102, 106-109, 114, 116, 122, 124, 127, 129, 134, 136, 140, 145-147, 149, 152	47
Account Executive	5, 7, 9, 11, 13, 15-20, 23, 30, 32-33, 36, 41-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 101-102, 106-109, 114, 116, 122, 124, 127, 129, 134, 136, 140, 145-147, 149, 152	152
Local Sales Coordinator	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 101-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136-137, 140, 145-147, 151-152	67

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Coordinator	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 101-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 151	49
Account Executive - Sports Marketing	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 101-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 151-152	152
Account Executive	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 112, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	152
Account Executive	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 112, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	152
Account Executive	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 112, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	152
Account Executive	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 112, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	112
Assistant Program Director	5, 7, 10-11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	47

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Coordinator	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49-50, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 76-77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	49
Local Sales Coordinator	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49-50, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 76-77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	49
Receptionist	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	152
Digital Content Manager	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	49
Broadcast Engineer	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147	49
DJ/Announcer	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	152
Executive Assistant/Payroll Coordinator	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	152

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****I. VACANCY LIST**

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

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Remote Engineer	5, 7, 11, 13, 15, 17-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49, 52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 119, 122, 124, 127-130, 134, 136, 140, 145-147, 152	152
Receptionist	1-5, 7, 11, 13-15, 17, 19-20, 23-26, 28, 30, 32-34, 36-37, 39, 42-43, 45, 47, 49-50, 52, 54-56, 58, 60-61, 63, 65, 67, 69, 71, 73-75, 77-80, 82-83, 85, 87-91, 93, 95, 97, 100-102, 104-111, 113-116, 119-122, 124-125, 127-134, 136, 139-140, 142, 145-148, 152-153	50
Graphic Design/Sales Support	1-5, 7, 11, 13-15, 17, 19-20, 23, 25-26, 28, 30, 32-34, 36-37, 39, 42-43, 45, 47, 49, 51-52, 54-56, 58, 60-61, 63, 65, 67, 69, 71, 73-75, 77-80, 82-83, 85, 87-91, 93, 95, 97, 100-102, 104-111, 113-116, 119-122, 124-125, 127-134, 136, 139-140, 142, 145-148, 153	51
Account Executive	5, 7, 11, 13, 15, 17, 19-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49-52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 118-119, 122, 124, 127-130, 134, 136, 138, 140, 145-147, 152	50
Account Executive	5, 7, 11, 13, 15, 17, 19-20, 23, 30, 32-33, 36, 42-43, 45, 47, 49-52, 54-55, 58, 60, 63, 65, 67, 69, 71, 73, 77, 79-80, 82-83, 85, 87-88, 90, 93, 95, 97, 100-102, 104, 106-110, 114, 116, 118-119, 122, 124, 127-130, 134, 136, 138, 140, 145-147, 152	51

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Ability Building Center PO Box 6938 1911 14th Street NW Rochester, Minnesota 55903 Phone : 507-281-6262 Url : www.abcinc.org Fax : 1-507-281-6270 Steven Hill	N	0
2	AccessAbility 360 Hoover Street NE Minneapolis, Minnesota 55413 Phone : 612-331-5958 Url : www.accessability.org Fax : 1-612-331-2448 Laura Hollinger	N	0
3	Adult Client Training Service 802 E Fairview Ave Olivia, Minnesota 56277 Phone : 320-523-5666 Url : www.acts-ability.org Email : kborden@tds.net Fax : 1-320-523-5766 Karen Borden	N	0
4	Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathe@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0
5	African American Chamber of Commerce - MN 401 N Robert Street Suite 150 St. Paul, Minnesota 55101 Phone : 651-224-4320 Url : www.minnesotabcc.org Email : info@minnesotabcc.org n/a n/a	N	0

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6	AIB College of Business 2500 Fleur Drive Des Moines, Iowa 50321 Phone : 515-246-5342 Url : www.aib.edu Email : careerservices@aib.edu Jane DeHaven	N	0
7	Alexandria Technical College 1601 Jefferson St Alexandria, Minnesota 56308 Phone : 320-762-4484 Email : studentemployment@alextech.edu Ruth Dickey	N	0
8	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : riadenver@allaccess.com Ria Denver	N	0
9	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : riadenver@allaccess.com Ria Denver	N	0
10	All Access All Access.com Online, New York online Phone : 000-000-0000 Email : jobs@allaccess.com Job manager Job manager	N	1
11	American Broadcasting School 712 N Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0

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12	American Indian Center St. Cloud State University 720 4th Ave South St. Cloud, Minnesota 56301 Phone : 320-308-5449 Fax : 1-320-308-5451 Rex Veeder	N	0
13	American Indian Center St. Cloud State University 720 4th Ave South St. Cloud, Minnesota 56301 Phone : 320-308-5449 Fax : 1-320-308-5451 Rex Veeder	N	0
14	American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone : 612-341-3358 Url : www.aioic.org Email : donc@aioic.org Fax : 1-612-341-3766 Don Clark	N	0
15	American Indian Opportunities Industrial Centers Spirit 1845 East Franklin Avenue Minneapolis, Minnesota 55404 Phone : 612-341-3358 ext. 111 Email : dawnp@aioic.org Dawn Paro	N	0
16	American Women in Radio & TV A Lotz 3415 University Ave Minneapolis, Minnesota Email : alotz@awrt.org - -	N	0
17	Art Institutes International 15 S 9th Street Minneapolis, Minnesota 55402 Phone : 612-332-3361 Fax : 1-612-332-3934 Miranda Kullis	N	0
18	Bemidji Workforce Center 616 America Ave NW Bemidji, Minnesota 56601 Phone : 218-333-8200 Email : bemidji.wfc@state.mn.us Tim Qualley	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Blind Inc. 100 E. 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-0100 Email : ddavis@blindinc.org Dick Davis	Y	0
20	Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3509 Url : https://my.browncollege.edu/mycampus/employer/job_ Email : mkronforst@browncollege.edu Mike Kronforst	N	0
21	Bureau of Indian Affairs 200 NW 4th Street Ste 4049 Oklahoma City, Oklahoma 73102 Phone : 405-605-6051 Url : www.bia.com Fax : 1-405-605-6057 Cheryl Lewis	N	0
22	Career Planning and Placement 37 College Ave College of St. Benedict St. Joseph, Minnesota 56374 Phone : 320-363-5707 Email : careerstwrk@csbsju.edu Amanda Thompson	N	0
23	Career Planning and Placement 37 College Ave College of St. Benedict St. Joseph, Minnesota 56374 Phone : 320-363-5707 Email : careerstwrk@csbsju.edu Amanda Thompson	N	0
24	Career Solutions 1295 Bandana Blvd. N. Suite 110 St Paul, Minnesota 55108 Phone : 651-647-9961 Url : www.careersolutionsinc.org Email : info@careersolutionsinc.org Fax : 1-651-647-0000 ? ?	N	0

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25	Carver County Workforce Center 602 East Fourth Street Chaska, Minnesota 55318 Phone : 952-361-1711 Email : mrudloff@co.carver.mn.us Fax : 1-952-361-1636 Mary Rudloff	N	0
26	Cedar Valley Services 2111 4th Street NW Austin, Minnesota 55912 Phone : 507-433-2303 Url : www.cedarvalleyservices.org Fax : 1-507-433-8880 Jim Mueller	N	0
27	Center for Asian and Pacific Islanders 3702 East Lake Street Minneapolis, Minnesota 55406 Phone : 612-767-3675 Url : www.capiusa.org Email : info@capiusa.org Birtukan Sima	Y	0
28	Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : 763-271-3715 Url : www.mnworkforcecenter.org Email : bchaffee@ngwmail.mn.state.us Fax : 1-763-271-3701 Barb Chaffee	N	0
29	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org --	N	0
30	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org --	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
32	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
33	Courage Center 3915 Golden Valley Road Golden Valley, Minnesota 55422 Phone : 763-520-0509 Email : nancy.robinow@allina.com Nancy Robinow	N	0
34	Employment Enterprises, Inc PO Box 303 307 NW 9th Ave Little Falls, Minnesota 56345 Phone : 320-632-9251 Url : None Email : eei@upstel.net Fax : 1-320-632-9252 Bryon Quinn	N	0
35	Equality - Pathways to Potential 5535 Lake Sarah Heights Drive Loretto, Minnesota 55357 Phone : 763-479-3014 Url : Coming Soon Email : greghani@juno.com Greg Hani	N	0
36	Equality - Pathways to Potential 5535 Lake Sarah Heights Drive Loretto, Minnesota 55357 Phone : 763-479-3014 Url : Coming Soon Email : greghani@juno.com Greg Hani	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Fond Du Lac Indian Reservation Human Resources 1720 Big Lake Rd Cloquet, Minnesota 55720 Phone : 218-878-2653 Url : www.fdlrez.com Email : leemain@fdlrez.com Fax : 1-218-878-2683 Lee Main	N	0
38	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
39	Goodwill Industries Vocational Enterprises 700 Garfield Ave Duluth, Minnesota 55802 Phone : 218-722-6351 Url : None Fax : 1-218-722-8108 Douglas Werber	N	0
40	Gustavus Adolphus College 800 West College St. Saint Peter, Minnesota 50862 Phone : 507-933-7272 Email : career@gustavus.edu Cynthia Favre	N	0
41	Gustavus Adolphus College 800 West College St. Saint Peter, Minnesota 50862 Phone : 507-933-7272 Email : career@gustavus.edu Cynthia Favre	N	0
42	Hennepin Technical College 9000 Brooklyn Boulevard Brooklyn Park, Minnesota 55445 Phone : 763-488-2411 Email : jobs@hennepintech.edu Career Services	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Hired 1200 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 952-303-8313 Url : www.hired.org Email : job@hired.org Lori Anderson	Y	0
44	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
45	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
46	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
47	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	5
48	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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49	Indeed 7501 N Capital of Texas Highway Austin, Texas 78731 Phone : 415-339-9105 Url : http://www.indeed.com Online Source Manual Posting	N	12
50	Indeed.com	N	3
51	Indeed.com - Not Directly Contacted by SEU	N	2
52	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : info@industryplug.com Erica Valcourt	N	0
53	Inroads Minneapolis/St. Paul 1600 University Ave West St. Paul, Minnesota 55104-3839 Phone : 951-644-4406 Email : info@inroads.org Collin Melvin	N	0
54	Inroads Minneapolis/St. Paul 1600 University Ave West St. Paul, Minnesota 55104-3839 Phone : 951-644-4406 Email : info@inroads.org Collin Melvin	N	0
55	Institute of Audio Research 64 University Place New York, New York 10003 Phone : 646-274-8530 Email : ggandy@iar.edu Gillian Gandy	N	0
56	Intercultural Mutual Assistance Association 300 11th Avenue NW Rochester, Minnesota 55901 Phone : 507-289-5960 Url : www.imaa.net Email : imaa@imaa.net Fax : 1-507-289-6199 Ron Buzard	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
57	International Association of Administrative Professionals 410 Sauk Drive St. Cloud, Minnesota 56301 Phone : 320-251- Email : mgiesen@trussbilt.com Mary Giesen	N	0
58	International Association of Administrative Professionals 410 Sauk Drive St. Cloud, Minnesota 56301 Phone : 320-251- Email : mgiesen@trussbilt.com Mary Giesen	N	0
59	Itasca Community College 1851 HWY 169 E Grand Rapids, Minnesota 55744 Phone : 218-327-4460 Email : cguyer@itascacc.edu Cricket Guyer	N	0
60	Itasca Community College 1851 HWY 169 E Grand Rapids, Minnesota 55744 Phone : 218-327-4460 Email : cguyer@itascacc.edu Cricket Guyer	N	0
61	Jeane Thorne Inc 901 Marquette Ave Suite 100 Minneapolis, Minnesota 55402 Phone : 612-904-2911 Url : www.jeanethorne.com Email : mfk@jeanethorne.com Fax : 1-612-904-2901 Mary Kalk	N	0
62	KDWB-FM On-Air Announcements 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3152 Cathy Maness Manual Posting	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
63	KDWB-FM Website 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3271 Url : www.kdwb.com AJ Mansour Manual Posting	N	1
64	KEEY-FM On-Air Announcements 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3152 Cathy Maness Manual Posting	N	0
65	KEEY-FM Website 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3271 Url : www.k102.com AJ Mansour Manual Posting	N	1
66	KFXN-FM On-Air Announcements 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3152 Cathy Maness Manual Posting	N	0
67	KFXN-FM Website 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3271 Url : www.kfan.com AJ Mansour Manual Posting	N	2
68	KQQL-FM On-Air Announcements 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3152 Cathy Maness Manual Posting	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
69	KQQL-FM Website 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3271 Url : www.kool108.com AJ Mansour Manual Posting	N	0
70	KTCN-AM On-Air Announcements 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3152 Cathy Maness Manual Posting	N	0
71	KTCN-AM Website 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3271 Url : www.ktlk.com AJ Mansour Manual Posting	N	0
72	KTCZ-FM On-Air Announcements 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3152 Cathy Maness Manual Posting	N	0
73	KTCZ-FM Website 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3271 Url : www.cities97.com AJ Mansour Manual Posting	N	0
74	Life-Work Planning Center 201 North Broad Street, Suite 100 Union Square Business Center Mankato, Minnesota 56001 Phone : 507-345-1577 Url : www.lwpc.org Fax : 1-507-345-1469 Susan McNamara	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
75	Lifetrack Resources 709 University Ave W St Paul, Minnesota 55104 Phone : 651-227-8471 Url : www.lifetrackresources.org Email : leona@lifetrackresources.org Fax : 1-651-227-0621 Leon Axtman	N	0
76	Linked In	N	1
77	LinkedIn 2029 Stierlin Cy Mountain View, California 94043 N/A N/A Manual Posting	N	3
78	Mankato Rehabilitation Center, Inc. (MRCI) 15 Map Dr. PO Box 328 Mankato, Minnesota 56002 Phone : 507-386-5600 Url : www.mnwfc.org/rehab/crp/mrciinc.htm Email : mrci@mnrc.net Fax : 1-507-345-5991 William Bickett	N	0
79	MBA Job Bank 3033 Excelsior Blvd Suite 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com Jim duBois Manual Posting	N	0
80	Minneapolis Business College 1711 W County Rd B Roseville, Minnesota 55113 Url : http://minneapolisbusinesscollege.edu Email : serickson@minneapolisbusinesscollege.edu Career Services	N	0
81	Minneapolis College of Art and Design 2501 Stevens Ave S Minneapolis, Minnesota 55404 Phone : 612-874-3721 Email : careers@mcad.edu Phyllis / Christine Ware / Davis	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
82	Minneapolis College of Art and Design 2501 Stevens Ave S Minneapolis, Minnesota 55404 Phone : 612-874-3721 Email : careers@mcad.edu Phyllis / Christine Ware / Davis	N	0
83	Minneapolis Media Institute 4100 W. 76th Street Edina, Minnesota 55435 Phone : 612-808-0185 Url : www.mediainstitutue.edu Email : vforsythe1@mediainstitute.edu Vaughn Forsythe	Y	0
84	Minneapolis Urban League 2100 Plymouth Ave Minneapolis, Minnesota Phone : 612-302-3157 Email : rpargo@mul.org Fax : 1-612-521-8513 Roosevelt Pargo	N	0
85	Minneapolis Urban League 2100 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 612-302-3120 Url : www.mul.org Fax : 1-612-521-1444 David Johnson	Y	0
86	Minneapolis Urban League 2100 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 612-302-3120 Url : www.mul.org Email : info@mul.org David Johnson	N	0
87	Minneapolis Urban League 2100 Plymouth Ave Minneapolis, Minnesota Phone : 612-302-3157 Email : rpargo@mul.org Fax : 1-612-521-8513 Roosevelt Pargo	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
88	Minneapolis Urban League 2100 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 612-302-3120 Url : www.mul.org Email : info@mul.org David Johnson	N	0
89	Minnesota Broadcasters 3033 Excelsior Blvd. Minneapolis Minneapolis, Minnesota 55416 Phone : (612) 926-8123 Fax : (612) 926-9761 Jim Dubois	N	0
90	MN Department of Economic Development 332 Minnesota Street, Suite E200 St. Paul, Minnesota 55101 Phone : 651-259-7114 Url : www.minnesotaworks.net Career Services Manual Posting	N	0
91	MN Teamsters Service Bureau - Dislocated Workers Program 2829 University Ave. SE Suite 720 Minneapolis, Minnesota 55414 Phone : 612-676-3759 Url : www.mntsb.org Email : Chrisc@mntsb.org Fax : 1-612-676-3748 Christine Chelstrom	N	0
92	MN Work Center 801 Roosevelt Avenue PO Box 1108 Detroit Lakes, Minnesota 56501 Phone : 218-846-7377 Email : knowell@wfc.des.state.mn.us Fax : 1-218-846-0773 Kelley Nowell	N	0
93	MN Work Center 801 Roosevelt Avenue PO Box 1108 Detroit Lakes, Minnesota 56501 Phone : 218-846-7377 Email : knowell@wfc.des.state.mn.us Fax : 1-218-846-0773 Kelley Nowell	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
94	MN Workforce Center- St. Cloud 3333 West Division St. Midtown Square Mall, Suite 212 St. Cloud, Minnesota 56303 Phone : 320-202-6435 Email : michael.eisenstadt@state.mn.us Fax : 1-320-654-5173 Mike Eisenstadt	N	0
95	MN Workforce Center- St. Cloud 3333 West Division St. Midtown Square Mall, Suite 212 St. Cloud, Minnesota 56303 Phone : 320-202-6435 Email : michael.eisenstadt@state.mn.us Fax : 1-320-654-5173 Mike Eisenstadt	N	0
96	Multicultural Student Services 106 Atwood Memorial Center SCSU, 720 4th Ave. S St. Cloud, Minnesota 56301 Phone : 320-308-3003 Email : jcartwright@stcloudstate.edu Julie Cartwright	N	0
97	Multicultural Student Services 106 Atwood Memorial Center SCSU, 720 4th Ave. S St. Cloud, Minnesota 56301 Phone : 320-308-3003 Email : jcartwright@stcloudstate.edu Julie Cartwright	N	0
98	NAACP P. O. Box 6472 Rochester, Minnesota 55903 Phone : 507-288-5300 Email : unit4051@naacp.org Dr. Matthew McCullough	N	0
99	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0
100	NAACP P. O. Box 6472 Rochester, Minnesota 55903 Phone : 507-288-5300 Email : unit4051@naacp.org Dr. Matthew McCullough	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
101	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0
102	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
103	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : asmith@nab.org Career Services	N	0
104	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	N	0
105	National Federation of the Blind MN 100 East 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-9363 Url : www.blindinc.org Email : info@blindinc.org Fax : 1-612-872-9358 Shawn Mayo	N	0
106	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
107	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljja.org Fax : 1-202-588-1818 Career Services	N	0
108	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
109	Native Media Center 231 O'Kelly Hall PO Box 7169 Grand Forks, North Dakota 58202 Fax : 1-701-777-3090 Career Services	N	0
110	Northwestern College 101 7th St. SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Bill Minnick	N	0
111	Occupational Development Center, Inc. Highway 32 South Box 730 Thief River Falls, Minnesota 56701 Phone : 218-681-4949 Email : plavalier@odcmn.com Fax : 1-218-681-7635 Peter Lavalier	N	0
112	On-Air Announcement (One or More SEU Stations)	N	1
113	Pine Habilitation and Supported Employment (PHASE) 106 Main, PO Box 126 Sandstone, Minnesota 55072 Phone : 320-245-2246 Url : none Email : phase@ecenet.com Fax : 1-320-245-0431 Jeannette Kester	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
114	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Url : www.radio1school.com Email : director@radio1school.com Joe Deschler	N	0
115	Ramsey Action Programs Inc 450 Syndicate Street N Suite 300 St Paul, Minnesota 55104 Phone : 651-645-6445 Url : None Email : jscheibel@ramseyactionprograms.org Fax : 1-651-645-2253 Jim Scheibel	N	0
116	Rasmussen College 226 Park Ave S St. Cloud, Minnesota 56301 Phone : 320-251-5600 Email : alumniCareerservices@rasmussen.edu Cynthia E.	N	0
117	Recruit.net 2706, The Centrium 60 Wyndham Street Hong Kong, Hong Kong Phone : - Url : http://usa.recruit.net Openhire Source - Manual Posting	N	0
118	Self Referral	N	1
119	Simply Hired 370 San Aleso Ave Suite 200 Sunnyvale, California 94085 Phone : - Url : www.simplyhired.com Openhire Source - Manual Posting	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
120	Southwest MN Workforce Center 129 W. Nicols Montevideo, Minnesota 56265 Phone : 320-269-5561 Url : www.mnwfc.org Fax : 1-320-269-5696 Juanita Lauritsen	N	0
121	St Cloud University 720 4th Ave S-SH 14 St Cloud St Cloud, Minnesota 56301 Phone : 320-308-4967 Email : spj@stcloudstate.edu Fax : 320-308-5167 Drew Sandholm	N	0
122	St. Cloud Technical College 1540 Northway Drive St. Cloud, Minnesota 56302 Phone : 320-308-5070 Email : jbauer@sctcc.edu Fax : 1-320-308-1592 Jacqueline Bauer	N	0
123	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
124	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
125	Summit Academy OIC 935 Olson Memorial Hwy Minneapolis, Minnesota 55455 Phone : 612-377-0150 Url : www.saoic.org Fax : 1-612-377-0156 Louis King	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
126	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
127	The Institute of Production Recording 312 Washington Ave N Minneapolis, Minnesota 55401 Email : srobinson@ipr.edu Sandra Robinson	N	0
128	The Ladders 137 Varick Street Suite 8 New York, New York 10013 Url : www.theladders.com - - Manual Posting	N	0
129	The Main Street Tattler 4517 Minnetonka Blvd. #104 Minneapolis, Minnesota 55416 Phone : 952-927-4487 Email : tomk@main-st.net Tom Kay	N	0
130	The Ohio Media School 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 Url : www.beonair.com Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
131	Univ. of Dubuque Minnesota Phone : 563-589-3132 Email : dclarke@dbq.edu Fax : 563-589-3419 Deb Clarke	N	0
132	Univ. of MN - Duluth Minnesota Phone : 218-726-7985 Email : carserv@d.umn.edu Fax : 218-726-6394 Career Services	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
133	University of Minnesota Minneapolis Minneapolis, Minnesota Phone : 612-624-4361 Email : kpederson@class.cla.umn.edu Fax : 1-612-625-4832 Katherine Pederson	N	0
134	University of St. Thomas 2115 Summit Ave St. Paul, Minnesota 55705 Email : career@stthomas.edu Career Services	N	0
135	University of St. Thomas, Counseling & Career Services 2115 Summit Avenue #5020 St Paul, Minnesota 55105-1096 Phone : 651-962-6767 Email : pnlee@stthomas.edu Pa Nhia Lee	N	0
136	University of St. Thomas, Counseling & Career Services 2115 Summit Avenue #5020 St Paul, Minnesota 55105-1096 Phone : 651-962-6767 Email : pnlee@stthomas.edu Pa Nhia Lee	N	0
137	Unknown (source not adequately identified upon inquiry by SEU)	N	3
138	Unknown Referral Source	N	1
139	Upper Midwest American Indian Center 1035 W. Broadway Ave Minneapolis, Minnesota 55411 Phone : 612-522-4436 Url : Coming Soon Email : joyceyellowhammer@yahoo.com Fax : 1-612-522-8855 Gertrude Buckanaga	N	0
140	Urban Insite Website Texas Url : http://urbaninsite.com Email : webmaster@urbaninsite.com Career Services	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
141	Wilson HCG Website 400 N. Ashley Drive Suite 3000 Tampa, Florida 33602 Jakoyah Clarke Manual Posting	N	1
142	Winona ORC Industries, Inc. 1053 E. Mark Street Winona, Minnesota 55987 Phone : 507-452-1855 Url : www.worcind.org Fax : 1-507-452-1857 Bill Harris	N	0
143	Winona State University Minnesota Phone : 507-474-7835 Email : rbanicki@winona.edu Rita Banicki	N	0
144	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	0
145	Winona State University PO Box 5838 Winona, Minnesota 55987 Email : career@winona.edu Career Services	N	0
146	Winona State University Minnesota Phone : 507-474-7835 Email : rbanicki@winona.edu Rita Banicki	N	0
147	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	0

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
148	Women in Transition 6715 Minnetonka Blvd. Suite 212 St Louis Park, Minnesota 55426 Phone : 612-752-8444 Url : www.eac-mn.org Email : Lszczesny@resource-mn.org Fax : 1-612-752-8401 Lonna Szczesny	N	0
149	Women Venture 2324 University Ave. West Suite 120 St. Paul, Minnesota 55114 Phone : 651-251-0693 Url : www.womenventure.org Email : awyeth@womenventure.org Allison Wyeth	Y	0
150	Women's Advocate, Inc. 584 Grand Avenue St. Paul, Minnesota 55114 Email : mbrown@wadvocates.org Mary Brown	N	0
151	Women's Advocate, Inc. 588 Grand Avenue St. Paul, Minnesota 55102 Phone : 651-726-5219 Email : kkennedy@wadvocates.org Katoria Kennedy	N	0
152	Word of Mouth Referral	N	33
153	Workabilities, Inc. 7400 Laurel Ave. Golden Valley, Minnesota 55426 Phone : 763-541-1844 Url : www.workabilities.org Email : BILLLYONS@JUNO.COM Fax : 1-763-541-0415 Bill Lyons	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			71

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/28/2016	Participation in Job Fairs	On January 28, 2016, our SEU participated in the Martin Luther King Jr. diversity career fair, held at the Minneapolis Convention Center. The event was sponsored by the NAACP, Urban League, National Association of Professional Women, and others. Our SEU set up a booth at the event, collecting resumes and speaking with attendees about job opportunities at our SEU. Station participants included our Vice President of Sales and our Human Resources Manager.	2	Human Resource Manager VP of Sales
2	2/10/2016	Participation in events or programs sponsored by educational institutions	On February 10, 2016, one of our SEU's Account Executives spoke with students at Minnetonka Middle School Easat for a career day. Our SEU spoke about career opportunities in broadcasting.	1	Account Executive
3	3/10/2016	Participation in events or programs sponsored by educational institutions	On March 10, 2016, our SEU's Creative Services Director spoke with broadcasting students from Northwestern College about career opportunities in broadcasting.	1	Creative Services Director
4	3/14/2016	Participation in events or programs sponsored by educational institutions	On March 14, 2016, one of our SEU's on-air announcers spoke with students at Northwestern College about career opportunities in broadcasting and the skills needed to succeed.	1	Announcer
5	5/11/2016	Participation in events or programs sponsored by educational institutions	On May 11, 2016, our SEU hosted a student job shadow from Edina High School. The student shadowed one of our SEU's on-air announcers and learned about our stations' daily operations and programming.	1	Announcer
6	5/13/2016	Participation in events or programs sponsored by educational institutions	On May 13, 2016, one of our SEU's on-air announcers participated in a sports media panel at Edina High School. During the event, our on-air announcer spoke about career paths in broadcasting and answered related questions from students.	1	Announcer

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	9/20/2016	Participation in Job Fairs	On September 20, 2016, our SEU participated in the diversity career fair, held at the U.S. Bank Stadium in Minneapolis, MN. Our SEU set up a booth at the event, collecting resumes and speaking with attendees about job opportunities at our SEU. Station participants included our Human Resources Manager and Promotions Assistant.	2	HR Manager Promotions Assistant
8	10/13/2016	Participation in events or programs sponsored by educational institutions	On October 13, 2016, one of our SEU's on-air announcers participated as a host at the Minneapolis All Veterans job fair. During the event, our on-air announcer spoke with attendees about career paths in the broadcasting industry.	1	Announcer
9	10/19/2016	Participation in events or programs sponsored by educational institutions	On October 19, 2016, our SEU hosted a student job shadow from Hill Murray High School. The student shadowed one of our SEU's on-air announcers and learned about our stations' daily operations and programming.	1	Announcer