

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 3-8, 10, 13-14, 16-19, 22-23, 25-26, 28-29, 32-41, 43-53	17
Night Air Talent KDWB	1, 3, 5-8, 10, 13-14, 18-22, 25-26, 28- 29, 32-33, 35-41, 43-48, 50-53	21
Account Executive	1, 3, 5-8, 12-14, 16, 18-19, 22-23, 25- 26, 28-29, 32-33, 35-41, 43-48, 50-51, 53	16
Promotions Director Full-Time	1, 3, 5-8, 13-14, 16, 18-19, 22, 26, 28- 29, 32-33, 35-41, 43-48, 50-51, 53	16
Local Sales Coordinator	1-3, 5-8, 13-16, 18-19, 22-24, 26-29, 31 -33, 35-48, 50-51, 53	23
Account Executive	1, 5-9, 11, 13-14, 16-19, 22-23, 26, 28- 30, 32-33, 35-41, 43-51, 53	23

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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 Reporting Period
1	Alexandria Technical College 1601 Jefferson St Alexandria, Minnesota 56308 Phone : 320-762-4645 Email : info@alextech.edu Vicki Sward	N	0
2	All Access All Access.com Online, New York online Phone : 000-000-0000 Job manager Job manager Manual Posting	N	0
3	Alliance for Women in Media 3415 University Ave St Paul, Minnesota 55114 Phone : 703-506-3290 Email : alotz@awrt.org Amy Lotz	N	0
4	Blind Inc. 100 E. 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-0100 Email : ddavis@blindinc.org Dick Davis	N	0
5	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
6	CareerForce 616 America Ave NW Bemidji, Minnesota 56601 Phone : 218-333-8200 Email : careerforce.bemidji@state.mn.us Tim Qualley	N	0
7	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org --	N	0

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8	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
9	Employee Referral	N	2
10	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
11	Former Employee	N	1
12	Glassdoor-Not directly contacted by SEU	N	1
13	Hennepin Technical College 9000 Brooklyn Boulevard Brookly Park, Minnesota 55445 Phone : 763-488-2411 Email : jobs@hennepintech.edu Career Services	N	0
14	Hired 1200 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 952-303-8313 Url : www.hired.org Email : job@hired.org Lori Anderson Prong 2 Ended Date: 9/15/2020	N	0
15	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

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16	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	9
17	Indeed.com - Not Directly Contacted by SEU	N	8
18	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : info@industryplug.com Erica Valcourt	N	0
19	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
20	Internal Posting	N	1
21	Internal Transfer/Promotion	N	1
22	Itasca Community College 1851 HWY 169 E Grand Rapids, Minnesota 55744 Phone : 218-327-4460 Email : cguyer@itascacc.edu Cricket Guyer	N	0
23	LinkedIn-Not directly contacted by SEU	N	19
24	MBA Job Bank 401 North Third Street Suite 370 Minneapolis, Minnesota 55401 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com Linda LaSere Manual Posting	N	0
25	Minneapolis Business College 1711 W County Rd B Roseville, Minnesota 55113 Url : http://minneapolisbusinesscollege.edu Email : serickson@minneapolisbusinesscollege.edu Career Services	N	0

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26	Minneapolis College Career Services 1501 Hennepin Ave Minneapolis, Minnesota 55403 Phone : 612-659-6679 Url : https://www.minneapolis.edu/ Email : Jared.Scharpen@minneapolis.edu Jared Scharpen	N	0
27	Minneapolis Community & Technical College 1501 Hennepin Avenue T.2500 Minneapolis, Minnesota 55403 Phone : 612-659-6348 Url : www.collegecentral.com/minneapolis Rob Brace Manual Posting	N	0
28	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
29	Minneapolis Urban League 2100 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 612-302-3120 Url : www.mul.org Email : info@mul.org Fax : 1-612-521-1444 David Johnson	Y	0
30	Minnesota Broadcasters Association 401 N. Third Street, Suite 370 Minneapolis, Minnesota 55401 Phone : 612.926.8123 Url : www.minnesotabroadcasters.com Email : maria.vorhis@minnesotabroadcasters.com Fax : 1-612-926-9761 Maria Vorhis	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
31	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
32	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
33	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
34	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0
35	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5497 Url : www.nab.org/bcc/ Email : hr@nab.org Director of Placement	N	0
36	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

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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 Reporting Period
37	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
38	Native Media Center 231 O'Kelly Hall PO Box 7169 Grand Forks, North Dakota 58202 Fax : 1-701-777-3090 Career Services	N	0
39	Northwestern College 101 7th St. SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Bill Minnick	N	0
40	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
41	Rasmussen College 226 Park Ave S St. Cloud, Minnesota 56301 Phone : 320-251-5600 Email : alumnicareerservices@rasmussen.edu Cynthia E.	N	0
42	Simply Hired 370 San Aleso Ave Suite 200 Sunnyvale, California 94085 Phone : - Url : www.simplyhired.com Openhire Source - Manual Posting	N	0

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43	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
44	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
45	The Institute of Production Recording 300 N 1st Ave #100 Minneapolis, Minnesota 55401 Phone : 612.244.2800 Url : www.ipr.edu Email : dwelter@ipr.edu Diana Welter	N	0
46	The Main Street Tattler 4517 Minnetonka Blvd. #104 Minneapolis, Minnesota 55416 Phone : 952-927-4487 Email : tomk@main-st.net Tom Kay	N	0
47	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
48	University of St. Thomas 2115 Summit Avenue St. Paul, Minnesota 55105 Phone : 651-962-6761 Url : https://www.stthomas.edu/careerdevelopment/contact/ Email : hiretommies@stthomas.edu Career Services	N	0
49	Unknown (source not adequately identified upon inquiry by SEU)	N	3

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50	Urban Insite Website Texas Url : http://urbaninsite.com Email : webmaster@urbaninsite.com Career Services	N	0
51	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
52	Word of Mouth Referral	N	15
53	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			60

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/1/2020	Participation in events sponsored by community groups	In 2020, our SEU's Broadcast Engineer participated as a mentor in the Society of Broadcast Engineers, Inc.'s Mentor Program. The program focused on providing mentees with the skills needed to succeed as an engineer in the broadcasting industry, including technical engineering skills.	1	Broadcast Engineer
2	2/12/2020	Participation in events or programs sponsored by educational institutions	On February 12, 2020, our SEU's Morning Host gave a presentation to a college class at University of Northwestern, focusing on the skills needed to succeed in the broadcasting industry, including on-air skills.	1	Announcer
3	3/26/2020	Participation in events or programs sponsored by educational institutions	On March 26, 2020, our SEU's Morning Host gave a presentation to a college class at the University of Minnesota, focusing on the skills needed to succeed in the broadcasting industry, including on-air skills	1	Announcer
4	9/14/2020	Participation in other activities designed by the station employment unit	During the reporting period, our SEU established a mentoring program for a local former football player that needed to change careers due to a head injury. The program included a job shadow day, several in-person meetings, and numerous communications and check-ins during the year. The program focused on improving the former player's understanding of media and sales so that he may qualify for a position in the broadcasting industry.	1	Division President
5	10/8/2020	Provision of training to management	Our SEU's Director of Sponsorship & Events participated in a training program titled "Committing to an Inclusive Culture Confirmation," presented by female executives and partners from the Minnesota Vikings. The training focused on preventing discrimination and creating an inclusive culture in the workplace, including how to inspire and retain female employees.	1	Director of Sponsorship & Events

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6	10/22/2020	Provision of training to management	In October 2020, our SEU's Market President took the Valuing Diversity Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Market president
7	10/28/2020	Participation in events or programs sponsored by educational institutions	On October 28, 2020, our SEU's Morning Co-Host gave a virtual presentation to a college class at Minneapolis College of Art & Design, focusing on the skills needed to succeed in the broadcasting industry, including on-air skills.	1	Announcer