

KJKJ, KKXL, KKXL-FM, KQHT, KSNR¹**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
Outside Account Executive	1-6	5

¹ On May 1, 2019, the assignment of KSNR(FM), Fisher, MN (Fac. ID No. 73625) (the "Station") from Citicasters Licenses, Inc. as Debtor in Possession ("Citicasters") to the Sun and Snow Station Trust LLC as Trustee, was consummated (FCC File No. BALH - 20181026AAD). Pursuant to the underlying trust agreement, certain employees of Citicasters' Grand Forks, MN station employment unit perform services in connection with the Station's operation.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	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
3	Indeed.com - Not Directly Contacted by SEU	N	1
4	Job Service North Dakota 1501 28th Avenue South Grand Forks, North Dakota 58201 Phone : 701-328-2825 Fax : 1-701-328-4000 Keith Reitmeir	N	0
5	Unknown (source not adequately identified upon inquiry by SEU)	N	1
6	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:			2

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/19/2020	Establishment of a mentoring program	Our stations offer an ongoing mentoring program for any employee interested in expanding their career or looking at the different aspects of broadcasting. During this reporting period, we had two-part time employees take advantage of the program.	3	Operations Mgr Market President Sales Manager
2	1/21/2020	Establishment of an intern program designed to assist members of the community	Our SEU established an internship program for local college students to learn more about broadcasting. We hosted 1 intern from the University of North Dakota from January 21st through March 18.	3	Operations Mgr Production Director Sales Manager
3	2/2/2020	Participation in other activities designed by the station employment unit	Our SEU offers a special program for high school students. We invite schools to bring in groups of students who learn to write commercials, voice, and produce them and tour the station to learn more about operations. The commercial produced by the students are run as PSA's in our Kids Say no to Drugs, Alcohol and Bullying as well as teen depression and suicide prevention. This program is a win for everyone involved. The last group of students to record in house were here in February.	4	Operations Mgr Program Director Production Director Sales Department
4	8/22/2020	Co Sponsoring Job Fair	Our SEU co-sponsored the Student Involvement Expo event with the University of North Dakota during their Welcome week. Our SEU aided in promoting the event and adding additional sponsors to it. We broadcasted from the event to bring in additional participants and we offered the chance to join our internship program or plan a station tour.	2	Operations Mgr Program Director
5	9/21/2020	Establishment of an intern program designed to assist members of the community	Our SEU created a virtual internship experience for a student from Northland Technical College. We used Microsoft Teams and worked with our production director and operations manager to educate the student on broadcasting skills. This internship was from September 21 to October 16.	3	Sales Manager Production Director Operations Manager

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6	10/22/2020	Provision of training to management	In October 2020, one of Grand Forks' Managers took the Valuing Diversity Training 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