

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****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
Local Sales Coordinator	1-52	52

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

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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	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
2	Alexandria Technical College 1601 Jefferson St Alexandria, Minnesota 56308 Phone : 320-762-4645 Email : info@alextech.edu Vicki Sward	N	0
3	American Broadcasting School 712 N Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	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
5	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
6	American Women in Radio & TV A Lotz 3415 University Ave Minneapolis, Minnesota Email : alotz@awrt.org --	N	0
7	Art Institues International 15 S 9th Street Minneapolis, Minnesota 55402 Phone : 612-332-3361 Fax : 1-612-332-3934 Miranda Kullis	N	0

KDWB-FM, KEYE-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****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
8	Blind Inc. 100 E. 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-0100 Email : ddavis@blindinc.org Dick Davis Prong 2 Start Date: 1/6/2016	Y	0
9	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
10	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
11	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org --	N	0
12	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
13	Courage Center 3915 Golden Valley Road Golden Valley, Minnesota 55422 Phone : 763-520-0509 Email : nancy.robinow@allina.com Nancy Robinow	N	0

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

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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
14	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
15	Hennepin Technical College 9000 Brooklyn Boulevard Brookly Park, Minnesota 55445 Phone : 763-488-2411 Email : jobs@hennepintech.edu Career Services	N	0
16	Hired 1200 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 952-303-8313 Url : www.hired.org Email : job@hired.org Lori Anderson Prong 2 Start Date: 12/17/2015	Y	0
17	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
18	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
19	Indeed.com - Not Directly Contacted by SEU	N	2
20	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : info@industryplug.com Erica Valcourt	N	0

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

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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
21	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
22	Institute of Audio Research 64 University Place New York, New York 10003 Phone : 646-274-8530 Email : ggandy@iar.edu Gillian Gandy	N	0
23	International Association of Administrative Professionals 410 Sauk Drive St. Cloud, Minnesota 56301 Phone : 320-251- Email : mgiesen@trussbilt.com Mary Giesen	N	0
24	Itasca Community College 1851 HWY 169 E Grand Rapids, Minnesota 55744 Phone : 218-327-4460 Email : cguyer@itascacc.edu Cricket Guyer	N	0
25	LinkedIn/Word of Mouth 2029 Stierlin Cy Mountain View, California 94043 Phone : 952-417-3033 Francie Kennedy	N	1
26	Minneapolis Business College 1711 W County Rd B Roseville, Minnesota 55113 Url : http://minneapolisbusinesscollege.edu Email : serickson@minneapolisbusinesscollege.edu Career Services	N	0
27	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, KEYE-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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
28	Minneapolis Media Institute 4100 W. 76th Street Edina, Minnesota 55435 Phone : 612-808-0185 Url : www.mediainstituturue.edu Email : vforsythe1@mediainstitute.edu Vaughn Forsythe Prong 2 Start Date: 12/17/2015	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	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
31	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
32	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
33	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0

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

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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
34	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
35	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
36	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
37	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljia.org Fax : 1-202-588-1818 Career Services	N	0
38	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
39	Native Media Center 231 O'Kelly Hall PO Box 7169 Grand Forks, North Dakota 58202 Fax : 1-701-777-3090 Career Services	N	0
40	Northwestern College 101 7th St. SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Bill Minnick	N	0

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

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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
41	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
42	Rasmussen College 226 Park Ave S St. Cloud, Minnesota 56301 Phone : 320-251-5600 Email : alumnicareerservices@rasmussen.edu Cynthia E.	N	0
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

KDWB-FM, KEYE-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****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
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 Prong 2 Start Date: 12/21/2015	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	1
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	6
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/6/2017	Participation in events or programs sponsored by educational institutions	Provided facility tours to college students of Radio1 Broadcasting School. Discussed opportunities in and expectations of the field of radio broadcasting.	2	Chief Engineer Assistant Engineering Manager
2	6/2/2017	Participation in events or programs sponsored by educational institutions	Announcer received recognition and gave a career presentation during Stillwater Area High School's alumni dinner program. Announcer's background and growth in broadcasting was highlighted.	1	Announcer
3	10/16/2017	Participation in Job Fairs	Our SEU participated in Pro Day, the Gopher Athletics Job and Internship Fair in Minneapolis, Minnesota. Station participants included our Region President and Executive Assistant/HR, who met students and discussed careers in radio, accepted resumes, discussed internship and employment opportunities, and handed out iHeartMedia information packets.	2	Region President Executive Assistant/HR
4	10/27/2017	Participation in events or programs sponsored by educational institutions	Provided facility tours to college students of Radio1 Broadcasting School. Discussed opportunities in and expectations of the field of radio broadcasting.	2	Chief Engineer Assistant Engineering Manager