

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive vacancy notices from iHeartMEDIA, please provide iHeartMEDIA with the name, mailing address, email address (if applicable), telephone number, fax number and contact person, and identify the category or categories of vacancies for which you would like the information specified above to the following person at iHeartMEDIA: Human Resources Director, 505 University Avenue, Grand Forks, ND 58203. Email: SuziJohnson@iHeartMEDIA.com.

It is the policy of iHeartMEDIA to provide equal opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability or any other characteristic protected by law in all personnel actions.

KJKJ, KKXL, KKXL-FM, KQHT, KSNR
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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	5-7, 9, 20-21	7
Outside Account Executive	3, 5-7, 9, 20	3
Outside Account Executive	1-2, 4-20	10
Outside Account Executive	5-7, 9, 20	7
Outside Account Executive	5-7, 9, 20-21	21
Sales Support	5-7, 9, 20	7
DJ/Announcer	3, 5-7, 9, 20	3

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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	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
2	Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathc@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0
3	Current Employee - Transfer/Promotion	N	2
4	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
5	Grand Forks Herald 375 2nd Ave N Grand Forks, North Dakota 58203 Phone : (701) 780-1156 Stacy Lord Manual Posting	N	0
6	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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7	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
8	Jean 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
9	Job Service North Dakota 1501 28th Avenue South Grand Forks, North Dakota 58201 Phone : 701-328-2825 Fax : 1-701-328-2728 Keith Reitmeir	N	0
10	KJKJ.com 505 University Ave. Grand Forks, North Dakota 58203 Phone : 701 746-1417 Bonnie Knudsvig	N	2
11	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
12	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	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
14	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
15	Opportunity Services Inc. 1681 West Third Street Red Wing, Minnesota 55066 Phone : 651-578-1329 Url : www.oppserv.org Email : steves@oppserv.org Fax : 1-651-578-2873 Steve Spandl	N	0
16	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
17	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

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18	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
19	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
20	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
21	XL93.com 505 University Ave. Grand Forks, North Dakota 58203 Phone : 701 746-1417 Bonnie Knudsvig	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

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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	1/1/2018	Establishment of a mentoring program	Program to allow part time employees and interns to learn other aspects of the industry and move into full time positions.	3	Operations Manager EEO Officer
2	1/1/2018	Establishment of an intern program designed to assist members of the community	Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment	4	Operations Manager Promotions Manager
3	9/2/2018	Co Sponsoring Job Fair	UND Involvement Expo and Job Fair.	2	Operations Manager Program Director
4	11/1/2018	Participation in other activities designed by the station employment unit	Throughout the reporting period we hosted area high school students to tour the building, learn about the industry and record public service commercials geared at the teen audience with subject matter that included alcohol, drugs and teen suicide.	2	Program Director Program Coordinator