

**KDWB-FM, KEYE-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK****EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-10, 12-17, 22-29, 31-43, 45-71, 73, 75-78, 80-86	84
Promotions Director Full-time	5-6, 8-10, 12, 16-17, 23, 26-27, 31-32, 34, 46-51, 53-57, 59-62, 66, 68, 70-71, 75-78, 81, 83-84, 86	84
Digital Project Manager	5-6, 8-10, 12, 16-17, 19, 23, 26-27, 29, 31-32, 34, 44, 46-49, 53-57, 59-62, 66, 68, 70-71, 74-77, 81, 83, 86	29
Local Sales Coordinator	5-6, 8-10, 12, 16-17, 23, 26-27, 31-32, 34, 46-49, 53-57, 59-62, 66, 68, 70-71, 74-77, 81, 83-84, 86	84
On-Air Talent - Full Time/Mornings	5-6, 8-10, 12, 16-17, 23, 26-27, 31-32, 34, 46-49, 53-57, 59-62, 66, 68, 70-72, 74-77, 81, 83-84, 86	84
On-Air Talent - Full Time/Mornings	5-6, 8-10, 12, 16-17, 20, 23, 26-27, 31- 32, 34, 46-49, 53-57, 59-62, 66, 68, 70- 71, 74-77, 81, 83, 86	20
Promotions Director Full-time	5, 8-10, 12, 16-17, 23, 26-27, 31-32, 34, 46-49, 53-57, 60-62, 66, 68, 70-71, 74-77, 81, 83-84, 86	84
Account Executive	5, 8-10, 12, 16-17, 23, 26-27, 29-32, 34, 46-49, 53-57, 60-62, 66, 68, 70-71, 74-77, 79, 81, 83-84, 86	29
Local Sales Coordinator	5, 8-10, 12, 16-17, 21, 23, 26-27, 31- 32, 34, 46-49, 54-57, 60-62, 66, 68, 70- 71, 74-77, 81, 83, 86	21
Local Sales Coordinator	5, 8-10, 12, 16-17, 23, 26-27, 29-32, 34, 46-49, 53-57, 60-62, 66, 68, 70-71, 74-77, 81, 83, 86	30
Local Sales Coordinator	5, 8-10, 12, 16-17, 23, 26-27, 29-32, 34, 46-49, 53-57, 60-62, 66, 68, 70-71, 74-77, 81, 83, 86	29
Assistant Engineering Manager	5, 8-10, 12, 16-17, 20, 23, 26-27, 31- 32, 34, 46-49, 53-57, 60-62, 66, 68, 70- 71, 74-77, 81, 83, 86	20
Broadcast Engineer	1-5, 7-18, 21-24, 26-27, 31-34, 42-43, 45-49, 52-58, 60-71, 73-77, 80-83, 85- 86	21
Project Manager	5, 8-10, 12, 16-17, 23, 26-27, 31-32, 34, 46-49, 53-57, 60-62, 66, 68, 70-71, 74-77, 81, 83-84, 86	84

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**December 1, 2018 - November 30, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 : sdwathc@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0
5	Alexandria Technical College 1601 Jefferson St Alexandria, Minnesota 56308 Phone : 320-762-4645 Email : info@alextech.edu Vicki Sward	N	0
6	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	American Women in Radio & TV A Lotz 3415 University Ave Minneapolis, Minnesota Email : alotz@awrt.org --	N	0
9	Blind Inc. 100 E. 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-0100 Email : ddavis@blindinc.org Dick Davis	Y	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	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
12	CareerForce 616 America Ave NW Bemidji, Minnesota 56601 Phone : 218-333-8200 Email : careerforce.bemidji@state.mn.us Tim Qualley	N	0

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### 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
13	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
14	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
15	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
16	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org --	N	0
17	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
18	Crisis Resource Center 125 West Front Street Owatonna, Minnesota 55060 Phone : 507-451-1202 Url : None Fax : 1-507-455-2891 Sara Colby	N	0
19	Current Employee	N	1
20	Current Employee/Internal Promotion	N	2
21	Employee Promotion	N	2

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
22	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
23	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
24	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
25	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
26	Hennepin Technical College 9000 Brooklyn Boulevard Brookly Park, Minnesota 55445 Phone : 763-488-2411 Email : jobs@hennepintech.edu Career Services	N	0
27	Hired 1200 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 952-303-8313 Url : www.hired.org Email : job@hired.org Lori Anderson	Y	0

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28	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
29	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
30	Indeed.com - Not Directly Contacted by SEU	N	2
31	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : <a href="mailto:info@industryplug.com">info@industryplug.com</a> Erica Valcourt	N	0
32	Inroads Minneapolis/St. Paul 1600 University Ave West St. Paul, Minnesota 55104-3839 Phone : 951-644-4406 Email : <a href="mailto:info@inroads.org">info@inroads.org</a> Collin Melvin	N	0
33	Intercultural Mutual Assistance Association 300 11th Avenue NW Rochester, Minnesota 55901 Phone : 507-289-5960 Url : <a href="http://www.imaa.net">www.imaa.net</a> Email : <a href="mailto:imaa@imaa.net">imaa@imaa.net</a> Fax : 1-507-289-6199 Ron Buzard	N	0
34	Itasca Community College 1851 HWY 169 E Grand Rapids, Minnesota 55744 Phone : 218-327-4460 Email : <a href="mailto:cguyer@itascacc.edu">cguyer@itascacc.edu</a> Cricket Guyer	N	0

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35	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
36	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	0
37	KEYE-FM Website 1600 Utica Ave S Suite 500 Minneapolis, Minnesota 55416 Phone : 952-417-3271 Url : www.k102.com AJ Mansour Manual Posting	N	0
38	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	0
39	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
40	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

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41	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
42	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
43	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
44	LinkedIn / Word of Mouth	N	1
45	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@mnic.net Fax : 1-507-345-5991 William Bickett	N	0
46	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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47	Minneapolis College Career Services 1501 Hennepin Ave Minneapolis, Minnesota 55403 Phone : 612-659-6679 Url : <a href="https://www.minneapolis.edu/">https://www.minneapolis.edu/</a> Email : Jared.Scharpen@minneapolis.edu Jared Scharpen	N	0
48	Minneapolis Media Institute 4100 W. 76th Street Edina, Minnesota 55435 Phone : 612-808-0185 Url : <a href="http://www.mediainstitutue.edu">www.mediainstitutue.edu</a> Email : vforsythe1@mediainstitute.edu Vaughn Forsythe	Y	0
49	Minneapolis Urban League 2100 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 612-302-3120 Url : <a href="http://www.mul.org">www.mul.org</a> Email : <a href="mailto:info@mul.org">info@mul.org</a> Fax : 1-612-521-1444 David Johnson	Y	0
50	Minneapolis Urban League 2100 Plymouth Ave Minneapolis, Minnesota Phone : 612-302-3157 Email : <a href="mailto:rpargo@mul.org">rpargo@mul.org</a> Fax : 1-612-521-8513 Roosevelt Pargo	N	0
51	Minneapolis Urban League 2100 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 612-302-3120 Url : <a href="http://www.mul.org">www.mul.org</a> Email : <a href="mailto:info@mul.org">info@mul.org</a> David Johnson	N	0

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52	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
53	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
54	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
55	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0
56	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
57	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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58	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
59	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
60	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services	N	0
61	Native Media Center 231 O'Kelly Hall PO Box 7169 Grand Forks, North Dakota 58202 Fax : 1-701-777-3090 Career Services	N	0
62	Northwestern College 101 7th St. SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Bill Minnick	N	0
63	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

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64	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
65	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
66	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
67	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
68	Rasmussen College 226 Park Ave S St. Cloud, Minnesota 56301 Phone : 320-251-5600 Email : alumnicareerservices@rasmussen.edu Cynthia E.	N	0

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69	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
70	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
71	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
72	Station Website Posting (One or More SEU Stations)	N	2
73	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
74	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
75	The Main Street Tattler 4517 Minnetonka Blvd. #104 Minneapolis, Minnesota 55416 Phone : 952-927-4487 Email : tomk@main-st.net Tom Kay	N	0

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76	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
77	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
78	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
79	Unknown (source not adequately identified upon inquiry by SEU)	N	2
80	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
81	Urban Insite Website Texas Url : http://urbaninsite.com Email : webmaster@urbaninsite.com Career Services	N	0
82	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

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83	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
84	Word of Mouth Referral	N	10
85	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
86	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>25</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/5/2018	Participation in events or programs sponsored by educational institutions	Falen presented a career discussion to a college class at Minneapolis College of Art & Design focusing on commercials, parodies and podcasting.	1	Morning Co-Host, KDWB
2	7/28/2019	Participation in job banks, internet programs and other programs designed to promote outreach	Participated in The Job Fair of Minneapolis by hosting an exhibit space to inform job candidates of careers in broadcasting while conducting screenings and interviews of potential candidates. Job Fair held Monday, July 29, 2019 10:00AM - 1:00PM at the Embassy Suites by Hilton - Minneapolis Airport, Bloomington, MN.	2	VP of Sales HR Manager
3	9/23/2019	Participation in events or programs sponsored by educational institutions	Provided station tour and learning session to Champlin Park High School	2	Account Executive Talent
4	9/24/2019	Participation in events or programs sponsored by educational institutions	Provided station tour and learning session to Champlin Park High School	2	Talent Account Executive
5	10/2/2019	Participation in events sponsored by community groups	Partnered with the Minnesota Vikings and their player internship program where Vikings players learn about businesses to prepare them for life after football.	13	HR Manager Division President RSVP Sales Program Director
6	10/21/2019	Participation in events or programs sponsored by educational institutions	Pro Day: Golden Gopher Athletics Career and Internship Fair	2	VP Sales HR Manager