

KFAN, KMFY-FM, KRCH
EEO PUBLIC FILE REPORT
December 1, 2018 - November 25, 2019

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 |
|--|--|-----------------------|
| NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD. | | |

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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 |
|---|-----------------------|--|---|
| AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD. | | | |

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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 | 3/5/2019 | Participation in events or programs sponsored by educational institutions | Devoniqye Miller from Zumbrota Mazeppa High School did a job shadow with Julie Jones, the afternoon drive personality on KMFY in conjunction with her school career training. She is strongly interested in a career in broadcasting and spent the day with Julie Jones to learn about an on air announcing shift. Julie also showed her how to record and edit commercial advertisements. She also spent time with the operations manager, Craig Erpestad on information on Radio broadcasting as a whole. | 2 | On air personality Operations Manager |
| 2 | 8/7/2019 | Participation in other activities designed by the station employment unit | Our SEU hosted a graduate from the University of LaCrosse for the day to observe radio station operations. He initially met with our Operations Manager, who provide an overview of how our cluster of radio station operates, gave ham a tour of the facilities and introduced him to other members of the SEU staff. Following this introduction, he spent hours "shadowing" our KFAN sports director to learn more about broadcasting local sporting events. .Before concluding this visit, he and our Operations Manager met to talk about his experience and get answers to any remaining questions. | 2 | Operations Manager KFAN PD |
| 3 | 9/15/2019 | Participation in other activities designed by the station employment unit | Mentoring of Andrew Solien who is a new part time employee who is looking for a career in the radio industry. In addition to his part time duties of board operator for sports games and remote broadcasts we are working with Andrew on voice tracking on air shifts during the weekend, commercial production and audio editing. | 3 | Operations Manager |
| 4 | 10/23/2019 | Co Sponsoring Job Fair | Promoted Saint Mary's Univeristy Job Fair with 32 promo ads for event on KMFY and KRCH. | 1 | Operations Manager |