

KBOT, KDLM, KRCQ
EEO PUBLIC FILE REPORT
December 1, 2013 - November 26, 2014

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-5, 9, 11-14, 18-21, 23-24, 26, 29-32, 37, 39-48, 54, 57, 62-65, 67	18
Part time Announcer	1-5, 9, 11-14, 19-21, 23-24, 26, 28-32, 37, 39-49, 53-54, 57, 62-65, 67	44
Part time Announcer	1-5, 9, 11-14, 19-21, 23-24, 26, 28-32, 37, 39-49, 53-54, 57, 62-65, 67	44
Account Executive	1-5, 11-13, 19, 21, 23-27, 30-32, 36, 39-40, 42-43, 45-48, 51, 54-67, 69	27
Videographer	1-5, 7, 11-13, 16-17, 19, 21, 23-26, 30-32, 36-40, 42-43, 45-48, 51, 53-55, 57-63, 66-67, 69	17
Announcer/Production/Programming	1-5, 11-13, 15, 19, 21-23, 25-26, 30-32, 35-40, 42-47, 50-51, 54-63, 65-69	56
Announcer/Production/Programming	1-5, 11-13, 15, 19, 21-23, 25-26, 30-32, 35-40, 42-47, 50-51, 54-63, 65-69	15
Announcer/Production/Programming	1-5, 11-13, 15, 19, 21-23, 25-26, 30-32, 35-40, 42-47, 50-51, 54-63, 65-69	15
Announcer/Production/Programming	1-5, 11-13, 15, 19, 21-23, 25-26, 30-32, 35-40, 42-47, 50-51, 54-63, 65-69	56
Announcer/Production/Programming	1-5, 11-13, 15, 19, 21-23, 25-26, 30-32, 35-40, 42-47, 50-51, 54-63, 65-69	68
Advertising Sales Rep	1-8, 10-13, 19-26, 30-37, 39-40, 42-47, 51-52, 54-55, 57-63, 66-69	68

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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
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 : sdwathe@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0
5	American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone : 612-341-3358 Url : www.aioic.org Email : done@aioic.org Fax : 1-612-341-3766 Don Clark	N	0
6	Application already on file	N	1
7	Broadcast 1 Source Website	N	2

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8	Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3402 Email : mleppi@sb-mendotaheights.com Mary Leppi	Y	0
9	Brown College/Radio 1440 Northland Avenue Mendota Heights, Minnesota 55120 Phone : 651-905-3499 Email : kbaumeister@browncollege.edu Karol Baumeister	N	0
10	Brown Institute 1440 Northland Drive Mendota Heights Mendota Heights, Minnesota 55120 Phone : 651-905-3440 Email : tmiller@browncollege.edu Fax : 651-905-3550 Terry Miller	N	0
11	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
12	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
13	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

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14	Community Employment Partnership 2324 University Avenue W #105 St Paul, Minnesota 55114 Phone : 651-255-0405 Fax : 1-651-255-0000 Jean Hammink	N	0
15	Current Employee	N	3
16	Did not indicate (Source Unknown)	N	1
17	E-mail Inquiry	N	1
18	Employee Referral	N	2
19	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
20	Equality - Pathways to Potential 5535 Lake Sarah Heights Drive Loretto, Minnesota 55357 Phone : 763-479-3014 Url : Coming Soon Email : greghani@juno.com Fax : 1-763-479-3014 Greg Hani	N	0
21	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
22	Forum Communications Washington Ave. Detroit Lakes , Minnesota 56501 Phone : 218-847-3151 Lori Holmer Manual Posting	N	0

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23	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
24	Inroads/Minneapolis-St. Paul, Inc. 2550 University Ave W Suite 435 St Paul, Minnesota 55114 Phone : 651-644-4406 Url : www.inroads.org Email : mcollins@inroads.org Fax : 1-651-649-3032 Melvin Collins	N	0
25	Intercultural Mutual Assistance Association 300 11th Avenue NW Rochester, Minnesota 55901 Phone : 507-289-5960 Url : www.imaa.net Email : imaa@imaa.net Fax : 1-507-289-6199 Ron Buzard	N	0
26	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
27	Job posting on internet	N	1
28	Jobs Now Coalition 400 Selby Ave Suite Q St Paul, Minnesota 55102 Phone : 651-290-0240 Url : www.jobsnowcoalition.org Email : jncinfo@jobsnowcoalition.org Fax : 1-651-290-0162 Kris Jacobs	N	0

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29	KAPOSIA Inc 380 E. Lafayette Freeway South St Paul, Minnesota 55107 Phone : 651-224-6974 Url : http://www.kaposia.com Career Services	N	0
30	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
31	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
32	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@mnrci.net Fax : 1-507-345-5991 William Bickett	N	0
33	MDI Commercial Services 1700 Wynne Avenue St Paul, Minnesota 55108 Phone : 651-646-2711 Url : www.mdi.org Email : employment@mdi.org Fax : 1-651-646-4215 Janice Blake	N	0

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34	Merrick Companies, Inc. 3210 Labore Road Vadnais Heights, Minnesota 55110 Phone : 651-770-6200 Url : www.merrickinc.org Email : info@merrickinc.org Fax : 1-651-771-6210 Jane Peltier	N	0
35	Minneapolis Urban League 2100 Plymoth Ave Minnesota Phone : 612-302-3157 Email : rpargo@mul.org Fax : 612-521-8513 Roosevelt Pargo	N	0
36	Minnesota Broadcasters 3033 Excelsior Blvd. Minneapolis Minneapolis, Minnesota 55416 Phone : (612) 926-8123 Fax : (612) 926-9761 Jim Dubois	N	0
37	MINNESOTA BROADCASTERS 3033 EXCELSIOR BLVD MINNEAPOLIS, Minnesota 55416-4675 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com Email : meischen@minnesotabroadcasters.com Fax : 1-612-926-9761 Megan Eischen	N	4
38	MN Broadcasters Association Minnesota Phone : NA Email : mlappin@minnesotabroadcasters.com Michelle Lappin	N	3
39	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	N	0

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40	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	Y	5
41	MN Workforce Center 1301 Highway 1 East Thief River Falls, Minnesota 56701 Phone : 218-681-0909 Url : www.mnwfc.org Lee Helgenset	N	0
42	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
43	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
44	On Air Recruitment Ad	N	5
45	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	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
47	Project SOAR of Northeastern MN, Inc. 205 W. 2nd Suite 101 Duluth, Minnesota 55802 Phone : 218-722-3126 Url : None Email : bhornung@projectsoar.org Fax : 1-218-722-4617 Becki Hornung	N	0
48	Quality Career Services 2515 Wabash Avenue Suite LL1 St Paul, Minnesota 55114 Phone : 651-647-9322 Url : www.qualitycarrerservices.org Email : vb@qualitycarrerservices.org Fax : 1-651-647-0423 Virginia Barkheimer	N	0
49	RADIO ONLINE 3500 Tripp Ave Amarillo, Texas 79121-1637 Phone : 806-352-7503 Url : WWW.RADIOONLINE.COM NA NA	N	1
50	Radio Recruitment Ad	N	1
51	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

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52	SE MN Workforce Development Inc. 1016 Civic Center Drive 2nd floor Rochester, Minnesota 55901 Phone : 507-292-5180 Url : None Email : dsunderland@wfdi.ws Fax : 1-507-292-4737 Dari Sunderland	N	0
53	SOAR Career Solutions 205 W. 2nd Suite 101 Duluth, Minnesota 55802 Phone : 218-722-3126 Url : None Email : llebens@soarcareers.org Fax : 1-218-722-4617 Linnea Lebens	N	0
54	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
55	St Cloud University 720 4th Ave S-SH 14 St Cloud St Cloud, Minnesota 56301 Phone : 320-308-4967 Email : spj@stcloudstate.edu Fax : 320-308-5167 Drew Sandholm	N	0
56	Station On-Air Advertisement	N	4
57	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

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58	Univ. of Dubuque Minnesota Phone : 563-589-3132 Email : dclarke@dbq.edu Fax : 563-589-3419 Deb Clarke	N	0
59	Univ. of MN - Duluth Minnesota Phone : 218-726-7985 Email : carserv@d.umn.edu Fax : 218-726-6394 Career Services	N	0
60	University of Minnesota 600 East 4th street Morris, Minnesota Phone : 320-589-6065 Email : ummcc@morris.umn.edu Irene Maloney	N	0
61	University of Minnesota Minneapolis Minneapolis, Minnesota Phone : 612-624-4361 Email : kpederson@class.cla.umn.edu Fax : 1-612-625-4832 Katherine Pederson	N	0
62	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
63	Vision Loss Resources 1936 Lyndale Avenue S Minneapolis, Minnesota 55403 Phone : 612-871-2222 Url : www.visionlossresources.com Email : Stevef@vlrw.org Fax : 1-612-872-0189 Steven Fischer	N	0

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65	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
66	Winona State University PO Box 5838 Winona Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 507-457-5516 Vicki Decker	N	0
67	Women in Transition 6715 Minnetonka Blvd. Suite 212 St Louis Park, Minnesota 55426 Phone : 612-752-8444 Url : www.eac-mn.org Email : Lszczesny@resource-mn.org Fax : 1-612-752-8401 Lonna Szczesny	N	0
68	Word of Mouth Referral	N	2
69	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			39

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Poin
1	1/1/2014	Establishment of an intern program designed to assist members of the community	Hiring of MN CEP workers to work within the station to learn skills that will help them obtain jobs in the future	4	General Manager Sales Manager On Air Announcer Traffic Manager	1.00
2	1/1/2014	Establishment of an intern program designed to assist members of the community	Rural MN CEP-Family Investment Plan	3	General Manager Sales Manager Traffic Manager	1.00
3	4/3/2014	Co Sponsoring Job Fair	Job Fair was held on Tuesday, April 3rd, 2014 at M-State Detroit Lakes	3	General Manager On Air Host Sales Manager	1.00
4	4/28/2014	Establishment of training programs for station personnel	Mefford Training for Account Executives	8	General Manager Sales Manager Account Executive Account Executive	1.00
5	6/11/2014	Establishment of a mentoring program	Participated in School to Work internship program with Detroit Lakes High School	2	News Director General Manager	1.00
6	7/28/2014	Sponsorship of events in the community designed to increase public awareness	Sponsorship of community events designed to increase public awareness at Becker County Fair.	4	General Manager News Director Sales Manager On Air	0.50
7	10/19/2014	Provision of training to personnel of unaffiliated non-profit organizations	St. Jude's Training for non profit organization	2	Sales Mgr On Air	1.00
8	10/26/2014	Establishment of training programs for station personnel	Chuck Mefford training program for Management, Account Executives and On Air Staff.	6	Sales Mgr Account Exe. Account Exe. Account Exe.	1.00
TOTAL POINTS OVER REPORTING PERIOD:						7.50