

KQAD(AM) and KLQL(FM)
EEO PUBLIC FILE REPORT
February 25, 2016 – November 30, 2016¹

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 FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

¹ The stations in this employment unit were acquired by the licensee as of February 25, 2016 and, as a result, this Report is abbreviated accordingly (*see* FCC File Nos. BTC-20150811AEQ and BTCH-20150811AEM).

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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
AS STATED IN SECTION I, NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding equal employment opportunity and preventing discrimination	On May 10, 2016, our SEU’s Market Manager took part in a training webinar presented by Alpha’s FCC counsel, Wiley Rein LLP, regarding compliance with the FCC’s EEO rules entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media.”
2	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 15, 2016, our SEU hosted members of the 2015-2016 junior class from Luverne Public High School at our studio in Luverne, Minnesota, to take part in the Don’t Drink and Drive on-air campaign. Our Production Director talked with the students about campaign and assisted them as they composed Public Service Announcements for this cause, providing the students with hands-on experience and a sense of what it is like to work at a radio station.
3	Mentoring Program	<p>During this reporting period, our Market, Sales and Business Managers collaborated to develop a curriculum designed to provide a Sales Representative with the training necessary to move into a management-level position. The Managers set aside time each month to teach the sales representative budgeting, finance, and traffic operations.</p> <p>Also, during this reporting period, our Operations Manager and Program Director crafted a specific agenda to provide an On-Air Announcer with the skills necessary to assume the position of Program Director. They met twice a month to review and discuss music formats, music scheduling, related equipment and engineering issues and recruitment responsibilities.</p>