

**KQAD(AM) and KLQL(FM)  
EEO PUBLIC FILE REPORT  
December 1, 2016-November 30, 2017**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On Air Announcer / Backup Play-by-Play	1-7	1

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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	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	2
2	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	No	0
3	<b>Minnesota Broadcasters Association Job Bank</b> 3033 Excelsior Blvd. Suite 440 Minneapolis, MN 55416 Phone: 612-926-8123 <a href="http://www.minnesotabroadcasters.com">www.minnesotabroadcasters.com</a> Contact: Linda LaSere	No	1
4	<b>Southwest Minnesota State University</b> 1501 State Street Marshall, MN 56258 Phone: 507-537-7103 <a href="http://www.smsu.edu">www.smsu.edu</a> Contact: Diana Holmes <a href="mailto:dholmes@ssu.edu">dholmes@ssu.edu</a>	No	2
5	<b>South Dakota State University</b> 100 Administration Lane Brookings, SD. 57006 Phone: 605-688-4170 Contact: Mary Arnold <a href="mailto:Mary.Arnold@sdstate.edu">Mary.Arnold@sdstate.edu</a>	No	0
6	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	0
7	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>5</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding equal employment opportunity and preventing discrimination	On Aug. 24, 2017, our SEU’s Market Manager took part in a training webinar presented by Alpha’s FCC counsel, Wiley Rein LLP, entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media.”
<b>2</b>	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 14, 2017, our SEU hosted members of the 2016-2017 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 the 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.
<b>3</b>	Mentoring Program	<p>During this reporting period, our Market, Sales and Business Managers met with one of our Sales Representatives each month to expose him to the critical functions of broadcast operations from a management perspective—including budgeting, finance, and traffic operations—in order to equip him for a Market Manager position with Alpha Media.</p> <p>Additionally, our Operations Manager and Program Director provided an On-Air Announcer with the skills necessary to ultimately assume the position of Program Director. These three individuals met twice a month to review and discuss the management of music formats, music scheduling, equipment and engineering issues as well as recruitment responsibilities.</p>