

KATE, KCPI
EEO PUBLIC FILE REPORT
December 1, 2014 - November 30, 2015

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
Sports Director	1-3	3

KATE, KCPI
EEO PUBLIC FILE REPORT
December 1, 2014 - November 30, 2015

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	All Access Minnesota Url : http://www.allaccess.com Career Services	N	2
2	Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 866-381-3582 Url : http://www.browncollege.edu Lisa Thomas Manual Posting	Y	1
3	Sports Talent Agency of America PO Box 1024 Del Mar, California 92014 Url : http://staatalent.com/ Email : jon@staatalent.com Jon Chelesnik	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

KATE, KCPI
EEO PUBLIC FILE REPORT
December 1, 2014 - November 30, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/21/2015	Co Sponsoring Job Fair	Worked with Riverland Community College and The MN Workforce Center to conduct a job fair at Northbridge Mall	2	Market Manager Operations Manager
2	6/1/2015	Participation in events sponsored by community groups	Developed a Step Up Program with the United way to train people on Interviewing and a Dress for Success program where they could be coached on how to make a good first impression	2	Market Manager Operations Manager
3	11/25/2015	Establishment of a mentoring program	Ongoing Sales Account Manager training program that would allow people to advance in their careers	3	Market Manager Account Manager Account Manager
4	11/25/2015	Participation in events or programs sponsored by educational institutions	Developed and produced a 30 Min Live radio program about employment opportunities which aired Bi-Monthly	3	Market Manager Morning Show Host Operations Manager
5	11/25/2015	Establishment of a mentoring program	On-going training program for On-Air personalities to improve and advance in their careers	4	Market Manager Operations Manager Morning Show Farm Director