

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM**  
**EEO PUBLIC FILE REPORT**  
**February 25, 2016-November 30, 2016<sup>1</sup>**

**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>
Account Executive	1, 4, 7-8	8

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<sup>1</sup> The stations in this employment unit were acquired by the current licensee on February 25, 2016 and, as a result, this Report is abbreviated accordingly. (See FCC File Nos. BTC/BTCH-20150811AEH-K)

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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>Minnesota Workforce Center</b> 1649 West Main Albert Lea, Minnesota 56007 Phone: 507-369-1472 Fax #: 1-507-379-3413 Contact: Valarie Kvale Contact Email: <a href="mailto:vkvale@wfdi.ws">vkvale@wfdi.ws</a>	No	1
2	<b>Minnesota Broadcasters Association</b> 3033 Excelsior Boulevard, Suite 440 Minneapolis, Minnesota 55416 Phone: 612-926-8123 Fax #: 1-612-926-9761 Contact: Linda Lasere Contact Email: <a href="mailto:llasere@minnesotabroadcasters.com">llasere@minnesotabroadcasters.com</a>	No	0
3	<b>Albert Lea Tribune</b> 808 West Front Street Albert Lea, Minnesota 56007 Phone: 507-373-1411 Contact: Scott Smeltzer	No	0
4	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	3
5	<b>Riverland Community College</b> 1900 8th Avenue NW Austin, Minnesota 55912 Phone: 507396-0428 Fax #: 1-507-434-7381 Contact: Besty Bushlach Contact Email: <a href="mailto:besty.bushlach@riverland.edu">besty.bushlach@riverland.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>Word-of-Mouth Referral</b>	No	2
8	<b>Walk-In/Self-Referral</b>	No	1
9	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>7</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 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.”
<b>2</b>	Internship Program	During this reporting period, our SEU hosted a student intern from Southwest Minnesota State University majoring in communications. This intern was supervised by our Operations Manager and expressed a special interest in sports reporting. As a result, he spent the majority of his 180 hour internship in our Programming department, observing and assisting our Sports and News Directors and learning board operations as well as how to cover sporting events.
<b>3</b>	Participate in job banks, Internet programs, and other programs designed to promote outreach generally	Every other Thursday during this reporting period, Station KATE(AM), in conjunction with the Minnesota Workforce Development Center, broadcast a 30 minute program to provide listeners with valuable information about local employment opportunities, including job openings within the SEU, as well local programs focused on career building. SEU participants include our News and Program Directors.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Co-Sponsor Job Fair with local organizations that include women and minority members	On April 28, 2016, our SEU co-sponsored a career fair entitled, "Steam Ahead - Building Your Future," with Riverland Community College and the Freeborn County Chamber of Commerce. SEU staff helped to solicit local employers and organize all logistical aspects of the event, while also participating as a local employer. SEU participants included our Market Manager and Program Director who spoke with attendees about career opportunities in radio as well as job openings within the SEU. This event was promoted on all SEU stations.