

**KXRA, KXRA-FM, KXRZ**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019 - November 13, 2020**

**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	2-4	3
Air Talent	1	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Exigent Circumstances	N	1
2	Minnesota Broadcasters Association 3033 Excelsior BLVD Minneapolis, Minnesota 55416 Phone : 800-245-5838 Fax : 1-612-926-9761 Wendy Paulson	N	0
3	Station Website	N	1
4	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/12/2020	Participation in other activities designed by the station employment unit	All three of our radio stations aired a week-long on-air campaign inviting local organizations of any kind to contact us if they would like to be notified of any future job openings. The value of this on-air campaign was in excess of two thousand dollars.	2	GM SM
2	11/12/2020	Hosting of Job Fair	<p>Hosted by the Alexandria High School, this event is attended by more than 300 Alexandria area students in their Freshman year of high school. This event is designed to inform students as to what kind of post-secondary education they might need to achieve their goals. Businesses brought employee representatives in to meet with students under one of the following academies of learning: Business, Communications, Entrepreneurship, Health &amp; Human Services, Engineering-Manufacturing-Technology, and Natural Resources.</p> <p>Our News Director Joe Korkowski facilitated a session on broadcasting careers, and our Sales Manager Chris Uhde hosted a Career Expo Booth. They met with students who are interested in a career in Communications, and shared with them both audio &amp; video representations of the kind of work they will find in a career in radio broadcasting. In addition to the sales &amp; on-air part of our business, students were shown how everything ties in with the digital side of the business, on our website <a href="http://www.voiceofalexandria.com">www.voiceofalexandria.com</a>.</p>	2	News Director SM

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3	11/12/2020	Co Sponsoring Job Fair	Our stations co-sponsored the 16th annual Greater Alexandria Area Job Fair, held at the Alexandria Technical College. This event was not just for college students, but rather was intended to be a showcase of job opportunities available, and the event was open to the public. It focused not only on actual job openings, but provided job seekers with many resources, such as mini seminars on how to write a resume and how to interview well. Several hundred people from all over the central Minnesota area attended and every bit of space was filled up with business booths. The following Department Heads worked our booth at the Job Fair: GM Brett Paradis, Sales Manager Chris Uhde, and KX92 PD Michael Right. In addition, our stations aired some \$3,000.00 worth of airtime to promote the event, and also provided news stories and interviews with the leaders involved.	3	GM SM Air Talent
4	11/12/2020	Listing of each upper-level category opening in a job bank or newsletter	We listed the fulltime opening for a Sales Representative on websites at the Minnesota Workforce Center, the Minnesota Broadcasters Association, Alexandria Technical College, Voice-of-Alexandria.com, Leighton Broadcasting website, and Indeed.com. Also, on-air spots on our radio stations.	2	GM SM