

Annual EEO Public File Report
Subarctic Media, Inc.
Covering the Period from December, 2019 to November, 2020
Stations comprising Station Employment Unit
KKCK-FM, KMHL-AM, KNSG-FM, KARZ-FM, KARL-FM

Vacancy Information

The following are all full-time job vacancies filled between December 1, 2019 and November 30, 2020, identified by job title and indicating the recruitment source that referred the successful candidate.

<u>Full-time Positions</u> <u>Filled by Job Title</u>	<u>DOE</u>	<u>Total #</u> <u>Interviewed</u>	<u>Recruitment</u> <u>Source of Hire</u>	<u>Recruitment</u> <u>Sources Utilized</u>
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****No Full Time Vacancies Filled During the Reporting Period****

SUPPLEMENTAL RECRUITMENT INITIATIVES – 2020

KKCK-FM, KMHL-AM, KNSG-FM, KARZ-FM, KARL-FM

Internship

- Lacey Barke, interned in the newsroom from December, 2019 – March 2020. No other internships were taken on due to COVID-19.

Education/Training:

- Sales staff was taken on a training retreat September, 2020, to enrich and develop their skills in marketing and radio advertisement sales.
- Sales staff was taken on a training retreat March, 2020, to enrich and develop their skills in marketing and radio advertisement sales.
- Marshall Radio continues to sponsor the Jerry Marquart Scholarship program at Southwest Minnesota State University for a student-athlete with preference given to an individual interested in a broadcast media career.
- Marshall Radio continues to sponsor the Jerry Marquart Scholarship program with the Pride in the Tiger Foundation for the Marshall High School, for a high-school student interested in pursuing a career in broadcasting.
- Aaron Ziemer, Sales Manager, Spent significant time studying the FAQ document supplied by the FCC. He and Matt Ketelsen, General Manager, had a significant discussion about it as well on 11/11/2020.