

**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.

<b>Full-time Positions Filled by Job Title</b>	<b>DOE</b>	<b>Total # Interviewed</b>	<b>Recruitment Source of Hire</b>	<b>Recruitment Sources Utilized</b>
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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.