

KFAN, KMFX-FM, KRCH
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/5/2019	Participation in events or programs sponsored by educational institutions	A student from Zumbrota Mazeppa High School job shadowed with one of our SEU's On-Air Talent, on KMFY in conjunction with her school career training. She was strongly interested in a career in broadcasting and spent the day with our On-Air Talent to learn about an on-air announcing shift. Our On-Air Talent showed her how to record and edit commercial advertisements. She also spent time with our SEU Operations Manager, on information in Radio broadcasting.	2	On-Air Talent Operations Manager
2	8/7/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a graduate from the University of LaCrosse for the day to observe radio station operations. He initially met with our Operations Manager, who provide an overview of how our cluster of radio station operates, gave him a tour of the facilities and introduced him to other members of the SEU staff. Following this introduction, he spent hours "shadowing" our KFAN sports director to learn more about broadcasting local sporting events. Before concluding this visit, he and our Operations Manager met to talk about his experience and get answers to any remaining questions.	2	Operations Manager KFAN PD
3	9/15/2019	Establishment of a mentoring program	Our SEU's Operations Manager, Program Director, and On-Air Talent mentored a new Part-Time employee who was looking for a career in the radio industry. In addition to his Part-Time duties of board operator for sports games and remote broadcasts we worked with him on voice tracking on air shifts during the weekend, commercial production, and audio editing. The mentoring program is designed to improve the skills of PT employees with a target of qualifying them for a higher position when it becomes available.	3	Operations Manager On-Air Talent KFAN PD