

Annual EEO Public File Report Form

KUSQ FM / KITN FM / KWOA AM
WORTHINGTON MN

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 80(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KWOA AM, KITN FM, and KUSQ FM Worthington MINNESOTA, FM, Sibley IOWA and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning December 1 , 2018 to and including November 30, 2019.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

- 1 . A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

FORM X

KWOA AM KUSQ-KITN FM

EEO PUBLIC FILE REPORT

[12/1/2018-11/30/2019]

(Note: Period determined by FCC license renewal filing date and not on calendar basis)

1. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacanc	RS Referring Hiree
2 — Digital Media Specialist	123456789,10,11,12,13	13

Job Title	Date of Hire
Digital Media Specialist	5/13/19

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KWOA-KUSQ-KITN EEO PUBLIC FILE REPORT

[12/1/18 - 11/30/19]

11. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS 12/1/18 - 11/30/19 period
1	On-air Broadcast Schedules on KZTP-FM 28779 County Highway 35 Worthington, MN 56187 (507) 376-6165		5
2	Station web site, www.myradioworks.net , www.fin1043theparty.com		2
3	LinkedIn Job Forum www.linkedin.com		
4	Iowa Lakes Community College 300 S. 18th Street Estherville, IA (712) 362-2604 Bob Pritchard rpritchard@iowalakes.edu		
5	MN Job Service Mary Mathia / Ron Kellen PO Box 159 Worthington, MN 56187 (507) 376-3116		
6	MN West College Career Board 1450 Collegeway Worthington, MN 56187 (507) 372-3400		

7	Southwest MN State University Career Services 1501 State Street Marshall, MN 56258 (507) 537-6221 www.mustangjobs.com		
8	Nobles Co. Integration Collaborative Leann Enninga 117 11th Avenue, Suite 1 Worthington 56187 (507) 376-3300		
9	All Access Radio Magazine www.allaccess.com		
10	Northwest Iowa Community College Job Board 603 West Park Street Sheldon, IA 51201 (712) 324-5061		
11	Facebook: KZTP-FM Facebook site		5
12	Employee Referrals		
13	Non-Employee Referrals / Walk-In		1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			13

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Appendix 3 to

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Covering the Period from December 1 , 2018 to Novemeber 30, 2019

Station(s) Comprising Station Employment Unit: KUSQ-FM / KITN-FM / KWOA-AM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KZTP-FM

• Participate in Events Sponsored by Educational Institutions:

KZTP-FM, KUSQ-FM, KITN-FM, KWOA-AM GM/VP Chad Cummings spoke to local elementary students and did a community reading program with them. Cummings spoke of the importance of good reading in the on air capacity of radio.

KZTP-FM, KUSQ-FM, KITN-FM, KWOA-AM participated in Junior Achievement, as part of the community businesses fostering work-readiness, entrepreneurship and financial literacy skills. KZTP On-Air Personality/Sports Director, Jared Rademacher presented a thirty minute session on media, communications, marketing and radio.

KZTP-FM, KUSQ-FM, KITN-FM, KWOA-AM had a local intern from Winona State University , in a Job Shadow Program. She was here through the summer job shadowed Director of Marketing Natalie Mulder, also working with on air staff Barry Roberts and News and Information Director, Justine Wettschreck to learn about communications and promotions.

• General Outreach

KZTP-FM, KUSQ-FM, KITN-FM, KWOA-AM General Manager, Chad Cummings and Marketing Specialist, Natalie Mulder, attended Leadercast at Minnesota West Community and Technical College. Leadercast was formed to provide Management Leadership Training on a higher level.

KZTP-FM, KUSQ-FM, KITN-FM, KWOA-AM sales staff attended a Big Deals training session in Minneapolis, MN, in May 2019. They attended various classes on different sales methods and procedures, interactive sales techniques and ways to improve and maximize sales dollars. The conference was attended by Chad Cummings, General Manager, Marketing Specialists, Natalie Mulder, Dan Dobson, Bailey Grenoble and News Director and Web editor Justine Wettschreck.

KZTP-FM, KUSQ-FM, KITN-FM, KWOA-AM General Manager, Chad Cummings was a guest panelist for The Community Ed Social Media Breakfast Club talking about their digital marketing and how to reach more customers with information and advertising. Cummings also spoke of career opportunities with the company in the digital spectrum. Explaining our new features of marketing with Media Works.

KZTP-FM, KUSQ-FM, KITN-FM, KWOA-AM General Manager, Chad Cummings, Director of Marketing Natalie Mulder, Digital Media Specialist Kailey Wendland, and intern Sarah Madsen attended Market Smarter presentation in Worthington learning more about media influence in communities and spoke on the importance we bring in spreading and disseminating information like weather and safety.