

# FCC EEO Combined Public File Report

<b>Call Sign</b>	<b>Type of Station</b>	<b>Location: City/State</b>	<b>Facility ID</b>
KIKV-FM	Radio	Sauk Centre, MN	4336
KULO-FM	Radio	Alexandria, MN	23091
For the reporting period: 12/01/17 to 11/30/18			

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KIKV-FM.Account Executive	05/25/2018	P Except for: 2187 2190 2191 2192 2193 2194 2195 2217 2226 2270 2334	2268

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	2253	1	2268	10		

## List of Recruitment Sources that requested postings

2187

## Recruitment Source Groups

Group Name	Ending Date:	Members of this group
Internal	<b>Current:</b>	307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 2320 <b>05/09/18:</b> 2320 ADDED
P=Professional	<b>Current:</b>	2187 2188 2189 2190 2191 2192 2194 2195 2196 2217 2226 2253 2268 2270 2281 2334 <b>11/05/18:</b> 2334 ADDED
Paid	<b>Current:</b>	2268 2269 2275
S=Support	<b>Current:</b>	2187 2188 2189 2191 2192 2194 2195 2196 2217 2226 2253 2268 2281 2334 <b>11/05/18:</b> 2334 ADDED
T=Technical	<b>Current:</b>	2187 2188 2189 2191 2192 2194 2195 2196 2217 2226 2253 2268 2281 2334 <b>11/05/18:</b> 2334 ADDED

## Recruitment Sources

ID	Source	ID	Source	ID	Source
307	KSTP-TV 3415 University Ave St Paul, MN 55114 Andy Higgins (651) 642-5555	369	Internal Applicant	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Vicki Kaping (218) 279-7734
408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745	416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301
843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	865	KAAL-TV 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Rachel Sedillo (505) 243-4411
905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888	911	Hubbard Radio Twin Cities 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowsky (202) 895-5000	1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102
1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000	1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Liz Luptak (312) 946-1019	2081	Hubbard Radio-Phoenix 1100 N 52nd Street Phoenix, AZ 85008 Susan Kaiser (602) 629-8673
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2187	Minnesota State University - Moorhead 1107 7th Ave S Moorhead, MN 56563 Jammi Crummy (218) 477-2131	2188	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 Linda LaSere (612) 926-8123
2189	Alexandria Technical College 1601 Jefferson St Alexandria, MN 563083799 Karen Meuwissen (320) 762-4443	2190	All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616	2191	Bemidji State University-Career Svcs 1500 Birchmont Dr NE Box 18 Bemidji, MN 56601 Angela Schmidt (218) 755-2038
2192	U of MN-Morris-Career Svcs 600 East 4th Street	2194	Minnesota State Community and Technical College M State, 150 2nd St. SW, Suite B	2195	College of St Benedict/St John's 37 College Ave S, Career Services

2196	Morris, MN 56267 Gary Donovan (320) 589-6065 Lakes Area Professional Women Association Box 214 Alexandria, MN 56308 Joyce Moe (320) 834-3973	2217	Perham, MN 56573 Rhonda Bahls (218) 347-6235 Job Fair x x, AL x x (123) 345-1234	2226	St Joseph, MN 56374 John Clarkson (320) 363-2011 Hubbard Radio Alexandria On Air Announcements 604 3rd Avenue W Alexandria, MN 56308 Dave Vagle (320) 762-2154
2253	Employee - Current n/a n/a, MN 11111 n/a (123) 123-1234	2268	Indeed.com 7501 N Capital of Texas Hwy Austin, TX 78731 N/A (555) 555-5555	2269	Radio Ink - Streamline Publishing 224 Datura St #1015 West Palm Beach, FL 33401 Eric Rhoades (561) 655-8778
2270	Radio Online 3500 Tripp Ave Amarillo, TX 79121-163 Ron Chase (777) 777-7777	2275	Inside Radio P.O. Box 567925 Atlanta, GA 31156 Kathryn Lambis (800) 248-4242	2281	LinkedIn 2029 Stierlin Court Mountain View, CA 94043 Sharon Jan (408) 594-7204
2320	HBI Radio North 13225 Dogwood Dr Brainerd, MN 56425 Justin Jerve (218) 822-4461	2334	North Dakota Broadcasters Assn PO Box 3178 Bismarck, ND 58502 Beth H (701) 258-1332		

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Hubbard Radio NextGen Leadership Program	Dan Seeman	06/01/2017 - 05/31/2018	The Hubbard Radio NextGen Leadership program was created in 2015 with the goal to identify and develop future leaders for the company. Employees were first nominated by management and department heads to apply for the program. Following the application process the Hubbard Radio market managers choose up to two participants in each market. The Regional Controller was selected to be in the 2017-2018 program.	
Station Tours	Scott Larson	12/01/2017 - 11/30/2018	Three station tours were hosted by KULO's Morning Show Talent for vocational exploration by students enrolled in Alexandria Transition Tech, run by Alexandria Area High School and District 206. The attendees are young adults, aged 18 to 21 years, with varying levels of disability or learning challenges. The groups toured the station, met employees who explained the various roles of each type of employment. They also visited the production studio and were able to try the mixing board and recording audio. The dates and numbers of attendees are below:  Monday, May 7, 2018 – 8 attendees  Tuesday, May 8, 2018 – 4 attendees  Wednesday, May 9, 2018 – 7 attendees	
Hubbard Radio NextGen Leadership Program	Dan Seeman	06/01/2018 - 05/31/2019	The Hubbard Radio NextGen Leadership program was created in 2015 with the goal to identify and develop future leaders for the company. Employees were first nominated by management and department heads to apply for the program. Following the application process the Hubbard Radio market managers choose up to two participants in each market. The Regional Account Manager was selected to be in the 2018-2019 program.	
Account Executive Job Shadow	Derek Falter	09/26/2018 - 09/26/2018	A student at Alex Technical and Community College spent half a day job shadowing an Account Executive. They began the morning at her networking group meeting, then proceeded to four different client meetings where they visited with customers to determine if any changes to schedules or ad copy were needed.	
FCC EEO Training	Michelle Ott, Hubbard Broadcasting Human Resources	11/15/2018 - 11/15/2018	Managers from Alexandria received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws and HBI's policy and program to ensure equal employment opportunities in the work place.	