

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2018 to 11/30/2019

Call Letter	Type of Station	Location:City/State	Facility ID
KIKV-FM	Radio	Sauk Centre, MN	4336
KULO-FM	Radio	Alexandria, MN	23091

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KIKV-FM.Regional Operations Manager(18-5479)	04/12/2019	2188, 2190, 2253, 2268, 2270	369
KIKV-FM.General Manager(19-1217)	08/22/2019	157, 379, 577, 584, 610, 630, 665, 839, 840, 841, 858, 869, 872, 873, 878, 888, 1294, 1443, 1450, 1457, 2187, 2189, 2196, 2204, 2213, 2226, 2259, 2270, 2275, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034	1457
KIKV-FM.On-Air Talent(19-1463)	11/19/2019	157, 379, 577, 584, 610, 630, 665, 839, 840, 841, 858, 869, 872, 873, 878, 888, 1443, 1450, 2187, 2189, 2196, 2204, 2213, 2226, 2270, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 5000	2226, 3000

List of Recruitment Sources

***An asterisk next to the name of the source indicates a source that requested our postings.**

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
157	Augsburg College	2211 Riverside Ave S Minneapolis Minnesota, 55454	Sandy Tilton 6123301472	0
369	Internal Applicant			5
379	Job Fair			0
577	UW La Crosse Career Services	1725 State St LaCrosse Wisconsin, 54601	Karolyn Bald 6087858514	0

584	U of Wisconsin Eau Claire, Internships	230 Schofield Hall Eau Claire Wisconsin, 547024004	Kim Erickson 7158364069	0
610	Minnesota Broadcasters Association	401 North 3rd St # 370 Minneapolis Minnesota, 55401	Maria Vorhis 6129268123	0
630	Minnesota State University Mankato	730 Maywood Ave Mankato Minnesota, 56001		0
665	Northland Community & Technical College	1101 Hwy 1 E Thief River Falls Minnesota, 56701	Career Center 2186838560	0
839	Bemidji State University Career Svcs	1500 Birchmont Dr NE #18 Bemidji Minnesota, 566012699	Lisa Gubrud 2187552405	0
840	Concordia College Career Center	901 8th St S Moorhead Minnesota, 56562	Sara Johnson 2182993021	0
841	St Olaf College	1520 St Olaf Ave, Tomson 270 Northfield Minnesota, 55057	Donna Blazis 5077863268	0
858	Metropolitan State University Twin Cities	700 E 7th St St Paul Minnesota, 55106	Carol Lowe 6517931529	0
869	St Cloud State University Career Svcs	720 4th Ave S St Cloud Minnesota, 563014498	Employer site 3203082153	0
872	College of St Benedict/St John's	37 College Ave S, Career Services St Joseph Minnesota, 56374	Laura Hammond 3203635707	0
873	College of St Catherine	2004 Randolph Ave Room 460 Mailbox #F-26 St Paul Minnesota, 55105	Anne Bowlin 6516908890	0
878	Southwest Minnesota State University Career Svcs	1501 State St BA 156 Marshall Minnesota, 56258	Carrie Hansen 5075376221	0
888	U of MN Morris Career Center	201 Behmler Hall, 600 E 4th St Morris Minnesota, 56267	Irene Maloney 3205896065	0
1294	University of Minnesota	411 STSS Building, 222 Pleasant St SE Minneapolis Minnesota, 55455	Connor McCarthy 6126247387	0
1443	All Access			

28955 Pacific Coast Highway #210
Malibu California, 90265

3104576616

0

1450	Indeed.com	Austin Texas,		0
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		2
2187	*Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Jammi Crummy 2184772131	0
2188	Minnesota Broadcasters Association	3033 Excelsior Blvd Suite 440 Minneapolis MN, 55416	Linda LaSere 6129268123	0
2189	Alexandria Technical College	1601 Jefferson St Alexandria Minnesota, 56308-3799	Karen Meuwissen 3207624443	0
2190	All Access	28955 Pacific Coast Highway #210 Malibu CA, 90265	N/A 3104576616	15
2196	Lakes Area Professional Women Association	Box 214 Alexandria Minnesota, 56308	Joyce Moe 3208343973	0
2204	UW River Falls Dept of Journalism	410 S 3rd St River Falls Wisconsin, 54022	Sandy Ellis 7154253169	0
2213	Radio1 Broadcast School	700 3rd St N La Crosse Wisconsin, 54601	Joe Deschler 2186311803	0
2226	Employee Referral			3
2253	Employee - Current	n/a n/a MN, 11111	n/a 1231231234	0
2259	Central Lakes College Brainerd	501 W College Dr Brainerd Minnesota, 56401	Deb Norlin 2188558156	0
2268	Indeed.com	7501 N Capital of Texas Hwy Austin TX, 78731	N/A 5555555555	0
2270	Radio Online	3500 Tripp Ave Amarillo Texas, 79121-163	Ron Chase	0

2275	Inside Radio	PO Box 567925 Atlanta Georgia, 31156	Kathryn Lambis 8002484242	0
2287	Gustavus Adolphus College Career Svcs	800 W College Ave St Peter Minnesota, 56082	Cynthia Favre 5079337586	0
2289	University of Wisconsin Green Bay	2420 Nicolet Dr Green Bay Wisconsin, 54311	Career Services 9504652163	0
2292	University of Wisconsin Oshkosh	800 Algama Blvd Oshkosh Wisconsin, 54901	Career Services 9204242181	0
2295	University of Wisconsin Milwaukee	University of Wisconsin Milwaukee Wisconsin, 53211	Career Services 4142294486	0
2296	South Dakota State University Journalism Dept	PO Box 2235 Brookings South Dakota, 57007	Jim Paulson 6056886512	0
3000	HBI Career Site			1
3033	University of Northwestern-St. Paul	3003 Snelling Ave N St. Paul Minnesota, 55113		0
3034	The College of St. Scholastica	1204 Kenwood Avenue Duluth Minnesota, 55811		0
5000	Internal			1

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Brainerd Lakes Community Job Fair	Jama Davidson	04/03/2019- 04/03/2019	The Regional Controller participated in planning and also attended the Brainerd Lakes Community Job Fair at Central Lakes College. This was an opportunity to talk with students and community members about radio and openings in Alexandria.
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.

NextGen Leadership Program	Dan Seeman	07/15/2019-05/31/2020	The Digital Media Director participated in Hubbard Radio's NextGen Leadership Program. NextGen is a program that identifies and develops the future leaders of the company, inviting them to attend the NAB/RAB Radio Show and participate in the NextGen Challenge.
PIN Networking Group Meeting & Tour	Kim Juergens	07/10/2019-07/10/2019	A KIKV-FM Account Executive hosted her PIN networking group meeting at the station. The 8 guests toured the station, watched the morning shows, then they held their meeting in the conference room.
Station Tour	Scott Larson	08/01/2019-08/01/2019	The KULO-FM Morning Show Host gave a tour to guests from the Parkers Prairie Productive Alternatives group. They observed the morning shows, toured the various areas of the station, discussed the different types of employment, met station employees, and went into our production studio to cut audio with the Show Host. Productive Alternatives finds ways for participants with mental or physical challenges to be active in their community or find gainful employment.
Station Tour	Chris Fisher, Adult Foster Caregiver	09/26/2019-09/26/2019	A station tour was conducted of the KIKV-FM station. The guests toured the station, were introduced to station employees, and learned about all the various station functions and types of employment. The guests watched a live announcement and requested a song, which was inserted into the playlist.
Student Internship	Jackson Boline	05/14/2019-09/17/2019	The Market hosted an intern for the summer. The intern worked with station employees in all departments as well as learned about commercial radio station operations, facilities, and career opportunities.