

KCUE 1250 AM, KLCH 94.9 FM, KWNG 105.9 FM, WBHA 1190 AM

EEO PUBLIC FILE REPORT

January 1, 2019 - December 31, 2020

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
Traffic Assistant / Receptionist Open Date: 4/25/2019 Hire Date: 4/17/2019	21-22	22
Traffic Assistant / Receptionist Open Date: 4/25/2019 Hire Date: 4/17/2019	21-22	21
News Director Open Date: 4/20/2020 Hire Date: 4/24/2020	1-4, 6-20	3
General Manager Open Date: 6/16/2020 Hire Date: 8/17/2020	1-20	3

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alexandria Technical College 1601 Jefferson St Alexandria, Minnesota 56308 Phone : 320-762-4484 Email : studentemployment@alextech.edu Ruth Dickey	N	0
2	Alexandria Technical College 1601 Jefferson St Alexandria, Minnesota 56308 Phone : 320-762-4484 Email : employment@alextech.edu Ruth Dickey	N	0
3	All Access All Access.com Online, New York online Phone : 000-000-0000 Job manager Job manager Manual Posting	N	5
4	Indeed.com Online Online, Minnesota Phone : 651-388-7151 Ronnie Stockwell Manual Posting	N	0
5	MBA Job Bank 3033 Excelsior Blvd Suite 301 Mpls, Minnesota 55416 Phone : 952-476-1173 Url : www.minnesotabroadcasters.com Maria Vorhis Manual Posting	N	0
6	Minnesota Broadcasters Assn. 401 N. Third St., Suite 370 Minneapolis, Minnesota 55401 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com Email : wendy.paulson@minnesotabroadcasters.com Fax : 1-612-926-9761 Wendy Paulson Prong 2 Start Date: 6/1/2015	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Minnesota Workforce Center 1606 W. Third St. Red Wing, Minnesota 55066 Phone : 651-380-9800 Url : www.workforcedevelopmentinc.org Email : jmoore@wdfi.ws Fax : 1-651-385-6484 Jinny Moore Prong 2 Start Date: 4/3/2008	Y	0
8	MN Workforce Center- St. Cloud 3333 West Division St. Midtown Square Mall, Suite 212 St. Cloud, Minnesota 56303 Phone : 320-308-5320 Email : careerforce.saintcloud@state.mn.us Fax : 1-320-308-5320 Mike Eisenstadt	N	0
9	Northwestern College 3003 Snelling Ave. N. St. Paul St. Paul, Minnesota 55113 Phone : (651) 631-5109 Email : hr@unwsp.edu Megan Syler	N	0
10	Q Media Group LLC 474 Guernsey Lane Red Wing, Minnesota 55066 Phone : 651-388-7151 Url : www.q-mediagroup.com Email : chanson@q-mediagroup.com Fax : 1-651-388-7153 Carrie Hanson Prong 2 Start Date: 4/3/2008	Y	0
11	Riverland Community College 1900 8th Ave NW Austin, Minnesota 55912 Phone : 507-433-0692 Email : karen.irwin@riverland.edu Fax : 1-507-433-0524 Karen Irwin	N	0

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a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	St. Cloud Technical College 1540 Northway Drive St. Cloud, Minnesota 56302 Phone : 320-308-5070 Email : jbauer@setcc.edu Fax : 1-320-308-1592 Jacqueline Bauer	N	0
13	St. Mary's University 700 Terrace Heights, #6 Winona, Minnesota 55987 Phone : 507-457-1447 Email : careerservices@smumn.edu Career Service	N	0
14	University of Minnesota 600 East 4th street Morris, Minnesota Phone : 320-589-6065 Url : www.goldpass.umn.edu Email : ummcc@morris.umn.edu Irene Maloney	N	0
15	University of Minnesota, School of Journalism 111 Murphy Hall, 206 Church St SE Mpls, Minnesota 55455-0418 Phone : 612-625-0120 Email : sjmcugs@umn.edu Career Service	N	0
16	University of St. Thomas, Counseling & Career Services 2115 Summit Avenue #5020 St Paul, Minnesota 55105-1096 Phone : 651-962-6767 Email : pnlee@stthomas.edu Pa Nhia Lee	N	0
17	UW- Eau Claire Multicultural Affairs 225 Schofield Hall Eau Claire, Wisconsin 54701 Phone : 715-836-3367 Email : vuecc@uwec.edu Fax : 1-715-836-3499 Career Service	N	0

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January 1, 2019 - December 31, 2020

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a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	UW-La Crosse Affirmative Action 1725 State St La Crosse, Wisconsin 54601 Phone : 608-785-8541 Email : aad@uwlax.edu Fax : 1-608-785-6907 Career Service	N	0
19	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	0
20	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Indeed.com	N	4
22	On Air Recruitment Ad	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	Ongoing Event	Establishment of a mentoring program	Donald Kliewer is mentoring Ava LaRue the new Program Director	2	Donald Kliewer General Manager Ava LaRue Program Director	1.00
2	2/20/2019	Establishment of an intern program designed to assist members of the community	Intern was offered a period of time to participate in a training program to introduce the person to the radio broadcast industry.	2	Donald Kliewer General Manager Ava Eekhoff Program Director	1.00
3	5/6/2019	Participation in events or programs sponsored by educational institutions	Ellsworth Schools Senior Sensations	1	Jack Colwell Sports Director	0.25
4	5/9/2019	Participation in events or programs sponsored by educational institutions	Wabasha-Kellogg Schools Senior Sensations	1	Brent Johnson On Air Broadcaster	0.25
5	5/20/2019	Participation in events or programs sponsored by educational institutions	Red Wing Schools Senior Sensations	1	Jack Colwell Sports Director	0.25
6	5/22/2019	Participation in events or programs sponsored by educational institutions	Goodhue Schools Senior Sensations	1	Jack Colwell Sports Director	0.25
7	5/24/2019	Participation in events or programs sponsored by educational institutions	Plainview Elgin Millville Schools Senior Sensations	1	Brent Johnson On Air Broadcaster	0.25
8	5/29/2019	Participation in events or programs sponsored by educational institutions	Lake City Schools Senior Sensations	1	Brent Johnson On Air Broadcaster	0.25

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9	5/7/2020	Participation in events or programs sponsored by educational institutions	Ellsworth Senior Sensations - Jack Colwell worked with senior high school students on KCUE where they broadcast a program, along with reading commercials live on air. This program helps the students communicate with their community on the air and also promotes and exposes them to careers in broadcasting.	1	Jack Colwell Sports Director	0.25
10	5/14/2020	Participation in events or programs sponsored by educational institutions	Ellsworth Senior Sensations - Jack Colwell worked with senior high school students on KCUE where they broadcast a program, along with reading commercials live on air. This program helps the students communicate with their community on the air and also promotes and exposes them to careers in broadcasting.	1	Jack Colwell Sports Director	0.25
11	5/14/2020	Participation in events or programs sponsored by educational institutions	Lake City Senior Sensations - Ava LaRue worked with senior high school students on KCUE where they broadcast a program, along with reading commercials live on air. This program helps the students communicate with their community on the air and also promotes and exposes them to careers in broadcasting.	1	Ava LaRue Program Director	0.25
12	5/20/2020	Participation in events or programs sponsored by educational institutions	PEM Senior Sensations - Ava LaRue worked with senior high school students on KCUE where they broadcast a program, along with reading commercials live on air. This program helps the students communicate with their community on the air and also promotes and exposes them to careers in broadcasting.	1	Ava LaRue Program Director	0.25
13	5/21/2020	Participation in events or programs sponsored by educational institutions	Red Wing Senior Sensations - Jack Colwell worked with senior high school students on KCUE where they broadcast a program, along with reading commercials live on air. This program helps the students communicate with their community on the air and also promotes and exposes them to careers in broadcasting.	1	Jack Colwell Sports Director	0.25

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14	6/1/2020	Listing of each upper-level category opening in a job bank or newsletter	Posted the General Manger opening on All Access and also the Minnesota Broadcasters Job Banks online.	1	Alan Quarnstrom Owner	1.00
TOTAL POINTS OVER REPORTING PERIOD:						5.75