

**KQRS-FM, KXXR(FM), WGVX(FM), WLUP(FM), WWWM-FM  
EEO PUBLIC FILE REPORT  
December 1, 2019 – November 30, 2020**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
KQRS-FM Program Director	1, 6-7, 10, 12-13, 16-20, 22-29, 35, 39-40	35
KQRS-FM Executive Producer	1*	1
KQRS-FM Morning Show Co-Host	46*	46

*\*Exigent Circumstances*

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Word-of-Mouth Referral</b>	N	1
2	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	N	0
3	<b>Job Fairs</b> <i>(see Section III)</i>	N	0
4	<b>Clues</b> 2700 Lake Street East Minneapolis, MN 55406 Attn: Karla Bachman 612-746-3500; Fax: 651-292-0347	N	0
5	<b>Minnesota Department of Employment</b> www.minnesotaworks.net	N	0
6	<b>HIRED</b> 1200 Plymouth Avenue N Minneapolis, MN 55411 Attn: Lori Anderson 952-303-8313 Lori.Anderson@hired.org	Y	0
7	<b>Stubbe &amp; Associates</b> 17808 Excelsior Boulevard Minnetonka, MN 55435 Attn: Kari Brustad 952-470-4920 voc@stubbe.com	N	0
8	<b>Multicultural Center Academic Excellence</b> 176 Klaeber Court Minneapolis, MN 55455 Attn: Juavah Lee 612-624-9028 leex048@umn.edu	N	0
9	<b>Multicultural Center (Duluth)</b> KSC 236 Duluth, MN 55812 Attn: Susana Pelayo 218-726-8444; Fax:218-726-6244	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	<b>American Indian OIC</b> 1845 E. Franklin Avenue Minneapolis, MN 55404 Attn: Latisha Connor 612-341-3358; Fax: 612-341-3766 latishac@aioic.org	Y	0
11	<b>Alliance for Women in Media</b> PO Box 50369 Minneapolis MN 55416 Attn: Catherine Flaherty 763-550-1102 info@awm-mn.org	N	0
12	<b>CAPI USA</b> 3702 E. Lake Street Minneapolis, MN 55406 Attn: Sean Watkins 612-721-0122; Fax: 612-724-6085	N	0
13	<b>Summit Academy OIC</b> 935 Olson Memorial Highway Minneapolis, MN 55405 612-278-6579; Fax: 612-377-0156	N	0
14	<b>Craigslist</b> minneapolis.craigslist.org	N	0
15	<b>Courage Kenny Rehab-MR#78404</b> 3915 Golden Valley Road Minneapolis, MN 55422 Attn: Nancy Robinow 763-775-2570; Fax:612-262-6724	N	0
16	<b>Hmong American Partnership</b> 1075 Arcade Street St. Paul, MN 55106 Attn: Eric Bestrom 651-495-9160; Fax: 651-495-1699 kristinel@hmong.org	Y	0
17	<b>IPR- Institute Production Recording-Art Institute</b> 300 N. 1 <sup>st</sup> St Minneapolis MN 55401 Attn: Sandra Robinson 612-244-2815 Fax: 612-244-2801 srobinson@ipr.edu kjackson@ipr.edu dwelter@ipr.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	<b>Jewish Family Placement Specialist</b> 13100 Wayzata Boulevard Minnetonka, MN 55305 Attn: Brooke Greenwell 952-417-2123; Fax: 952-417-0227 <a href="mailto:careerservicesl@jfcsmpls.org">careerservicesl@jfcsmpls.org</a> <a href="mailto:jfcs@jfcsmpls.org">jfcs@jfcsmpls.org</a>	Y	0
19	<b>Minnesota Broadcasters Association</b> 3033 Excelsior Boulevard Minneapolis, MN 55416 Attn: Linda Lasere 612-926-8123; Fax: 612-926-9761 <a href="mailto:llasere@minnesotabroadcasters.com">llasere@minnesotabroadcasters.com</a>	N	0
20	<b>Minneapolis Urban League</b> 2100 Plymouth Ave N Minneapolis, MN 55411 Attn: Stephen Robinson 612-302-3100; Fax:612-521-1444	N	0
21	<b>ITT Technical Institute</b> 1-317-706-9200 Fax: 1-317-706-3040 <a href="mailto:Isabulsky@itt-tech.edu">Isabulsky@itt-tech.edu</a>	N	0
22	<b>Minneapolis Media Institute</b> 4100 W. 76 <sup>th</sup> Street Edina, MN 55435 Attn: Drew Ailes 612-808-0171 <a href="mailto:kschmitigal@mediainstitute.edu">kschmitigal@mediainstitute.edu</a>	N	0
23	<b>Minneapolis American Indian Center</b> 1530 E. Franklin Avenue Minneapolis, MN 55404 Attn: Morgan Thompson 612-879-1710; Fax: 612-879-1795 <a href="mailto:mthompson@maicnet.org">mthompson@maicnet.org</a>	Y	0
24	<b>Phyllis Wheatley Community Center</b> 1301 10 <sup>th</sup> Ave N Minneapolis, MN 55411 Attn: Valerie Stevenson 612-374-4342; Fax: 612-377-9089 <a href="mailto:valeries@phylliswheatley.org">valeries@phylliswheatley.org</a>	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
25	<b>Rise, Inc.</b> 2003 Central Avenue NE Minneapolis, MN 55418 Attn: Robert Reedy 612-781-3114; Fax: 612-781-1288 rreedy@rise.org	N	0
26	<b>Council on Black Minnesotans</b> 332 Minnesota ST St. Paul, MN 55114 Attn: Edward McDonald 651-643-30155; Fax: 651-757-1751 Edward.McDonald@state.mn.us	N	0
27	<b>Lifeworks Services</b> 2965 Lone Oak Drive Eagan, MN 55121 Attn: Marie Rutz 651-454-2732 Fax: 651-454-3174 <a href="mailto:mrutz@lifeworks.org">mrutz@lifeworks.org</a>	Y	0
28	<b>Goodwill Easter Seals</b> <a href="mailto:skoritz@goodwilleasterseals.org">skoritz@goodwilleasterseals.org</a>	N	0
29	<b>Asian American Renaissance</b> <a href="mailto:ebatic@msn.com">ebatic@msn.com</a>	N	0
30	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	N	0
31	<b>www.Linkedin.com</b>	N	0
32	<b>University of St. Thomas web-site</b>	N	0
33	<b>Art Institute Intl of MN</b> <a href="mailto:jeolson@aia.edu">jeolson@aia.edu</a>	N	0
34	<b>Colleges/Universities of MN</b> <a href="http://mnsu.edu">mnsu.edu</a>	N	0
35	<b>www.Cumulus.com/Careers</b>	N	5
36	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
37	<b>All Cumulus Markets/Stations</b>	N	0
38	<b>www.indeed.com</b>	N	0
39	<b>Employee Referral</b>	N	0
40	<b>Tasks Unlimited</b> <b>Kim Coleman, <a href="mailto:kcoleman@tasksunlimited.org">kcoleman@tasksunlimited.org</a></b>	Y	0
41	<b>www.glassdoor.com</b>	N	0
42	<b>www.simplyhired.com</b>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	www.linkup.com	N	0
44	www.ZipRecruiter.com	N	0
45	www.Monster.com	N	0
46	Former Employee	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>7</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020 our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media, Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On July 31, 2020, our SEU's Program Director and Afternoon Drive Personality conducted an online session/tutorial with a St. Cloud University student studying Communications Technology, during which he shared information about the broadcast industry, the organizational structure of our Company, the various career opportunities available in radio, and the education/skill sets necessary for success in this business.
3	Host a Virtual Job Fair	From June 1 <sup>st</sup> through July 12 <sup>th</sup> , our SEU promoted "Back to Work Twin Cities," a virtual job fair which it organized and hosted, to connect job seekers with Twin Cities businesses which are currently hiring. Each of our stations ran commercial announcements to direct listeners to our websites where job seekers were able to view all the job postings provided by local businesses. Our SEU continues to support this effort digitally on all three of our station websites.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Our SEU's Digital Sales Manager is a member of the St. Thomas Connect Virtual Networking Platform, which conducts virtual meetings throughout the year. This Platform allows University of St. Thomas alumni to stay in touch and share information about their careers as well as career/job opportunities in the St. Paul/Minneapolis area. On May 8 <sup>th</sup> and August 20 <sup>th</sup> , 2020, the members connected, at which time our Digital Sales Manager talked about job openings within our SEU.
5	Promotions Internship Program	Our SEU is proud of its Promotions internship program, which is designed to provide participants with "hands-on" experience at our radio stations studios to facilitate a successful career in broadcasting. Our SEU recruits interns from a wide variety of educational institutions which include: the University of Minnesota; the University of Wisconsin; the University of St. Thomas; Sanford-Brown College; IPR/Institute of Production Recording; Hamline University; St. Cloud State University; and, The Minnesota School of Business. Additionally, internship opportunities are posted on our Stations' websites, which are updated regularly. Unfortunately, due to the outbreak of COVID-19, our SEU was not able to host any Promotions interns during this reporting period.



	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Programming Internship Program	<p>Our SEU is also proud of its Programming internship program, designed to provide participants with “hands-on” experience at our radio station studio to facilitate a successful career in broadcasting. Our SEU recruits interns from a wide variety of educational institutions which include: the University of Minnesota; the University of Wisconsin; the University of St. Thomas; Sanford-Brown College; IPR/Institute of Production Recording; Hamline University; St. Cloud State University; and, The Minnesota School of Business. Additionally, internship opportunities are posted on our Stations’ websites, which are updated regularly. Unfortunately, due to the outbreak of COVID-19, our SEU was not able to host any Programming interns during this reporting period.</p>