

# FCC EEO Combined Public File Report

| Call Sign | Type of Station | Location: City/State | Facility ID |
|-----------|-----------------|----------------------|-------------|
| KKWS-FM   | Radio           | Wadena, MN           | 28650       |
| KNSP (AM) | Radio           | Staples, MN          | 30016       |
| KWAD-AM   | Radio           | Wadena, MN           | 28649       |

For the reporting period: 12/01/15 to 11/30/16

## Full-Time Positions Filled

| Job Title                              | Date Closed | Recruitment Source Groups                       | Source for Person Hired |
|--|-------------|---|-------------------------|
| KKWS-FM.Accounts Receivable Specialist | 02/17/2016  | Internal,S Except for: 2211 2239 2240           | 2223                    |
| KNSP-AM.Account Representative         | 01/07/2016  | P Except for: 254 255 452 487 644 657 1092 1843 | 2223                    |
| KNSP-AM.Account Representative         | 01/07/2016  | P Except for: 254 255 452 487 644 657 1092 1843 | 2223                    |

## List of Recruitment Sources for Interviewees

| Source | # of Interviewees | Source | # of Interviewees | Source | # of Interviewees | Source | # of Interviewees |
|--------|-------------------|--------|-------------------|--------|-------------------|--------|-------------------|
| 2223   | 9                 |        |                   |        |                   |        |                   |

## List of Recruitment Sources that requested postings

2222 2223

## 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<br><b>01/07/16:</b> 912 INACTIVE 913 INACTIVE |
| P=Professional | <b>Current:</b> 2207 2208 2209 2210 2211 2212 2213 2222 2223 2228 2240<br><b>01/14/16:</b> 2240 ADDED<br><b>01/13/16:</b> 2211 ACTIVE             |
| Paid           | <b>Current:</b> 2237<br><b>01/07/16:</b> 2237 ADDED   |
| S=Support      | <b>Current:</b> 2207 2208 2209 2211 2213 2222 2223 2228 2240<br><b>01/14/16:</b> 2240 ADDED<br><b>01/13/16:</b> 2211 ACTIVE                       |
| T=Technical    | <b>Current:</b> 2207 2208 2209 2211 2213 2222 2223 2228 2240<br><b>01/14/16:</b> 2240 ADDED<br><b>01/13/16:</b> 2211 ACTIVE                       |

## Recruitment Sources

| ID  | Source  | ID   | Source  | ID   | Source   |
|-----|---|------|---|------|--|
| 307 | KSTP-TV<br>3415 University Ave<br>St Paul, MN 55114<br>Dixie Hansen (651) 642-5555  | 369  | Internal Applicant  | 402  | WDIO-TV<br>10 Observation Rd<br>Duluth, MN 55811<br>Vicki Kaping (218) 279-7734              |
| 408 | WHEC-TV<br>191 East Ave<br>Rochester, NY 14604<br>Kathy Knox (585) 546-0745         | 416  | WNYT-TV<br>15 N Pearl St<br>Albany, NY 12204<br>Christine Kimball (518) 436-4791                      | 555  | KSTC-TV<br>3415 University Ave<br>St Paul, MN 55114<br>Glenna Sorensen (651) 523-7301        |
| 843 | KOBF-TV<br>825 W Broadway<br>Farmington, NM 87401<br>Deb Kelly (505) 326-1141       | 865  | KAAL-TV<br>1320 Salem Rd SW<br>Rochester, MN 55902<br>Deb Nerud (507) 258-7229                        | 893  | KOB-TV<br>4 Broadcast Plaza SW<br>Albuquerque, NM 87104<br>Cassandra Jones (505) 243-4411    |
| 905 | KOBR-TV<br>124 E 4th St<br>Roswell, NM 88201<br>Isabel Castillo (505) 625-8888      | 911  | Hubbard Radio Twin Cities<br>3415 University Ave<br>St Paul, MN 55114<br>Mary Schaible (651) 647-2989 | 912  | KSTP-FM<br>3415 University Ave<br>St Paul, MN 55114<br>Mary Schaible (651) 647-2989          |
| 913 | KTMV-FM<br>3415 University Ave<br>St Paul, MN 55114<br>Mary Schaible (651) 647-2989 | 1213 | F&F Productions<br>14333 Meyerlake Circle<br>Clearwater, FL 33760<br>Donna Guilliame (727) 535-6776   | 1270 | ReelzChannel<br>5650 University Blvd SE<br>Albuquerque, NM 87106<br>Lori Lung (505) 212-8800 |

|      |   |      |  |      |  |
|------|---|------|--|------|--|
| 1844 | Hubbard Radio - Washington, DC<br>3400 Idaho Ave NW<br>Washington, DC 20016<br>Sue Rushkowski (202) 895-5000                | 1845 | Hubbard Radio-Cincinnati<br>2060 Reading Rd<br>Cincinnati, OH 45202<br>Nicole Carvelli (513) 699-5102                        | 1847 | Hubbard Radio-St. Louis<br>11647 Olive Blvd<br>St Louis, MO 63141<br>Brenda Joyce (314) 983-6000           |
| 1848 | Hubbard Radio-Chicago<br>130 E Randolph St Suite 1700<br>Chicago, IL 60601<br>Liz Luptak (312) 946-1019                     | 2081 | Hubbard Radio-Phoenix<br>4343 Camelback Road #200<br>Phoenix, AZ 85018<br>Susan Kaiser (480) 941-1007                        | 2082 | Hubbard Radio-Seattle<br>3650 131st Avenue SE #550<br>Bellevue, WA 98006<br>Lisa Closterman (425) 653-1160 |
| 2207 | Minnesota Works.net<br>Alexandria<br>Alexandria, MN 56308<br>website (320) 763-5729   | 2208 | Northland Community & Technical College<br>1101 Hwy 1 E<br>Thief River Falls, MN 56701<br>Charlene Abrahamson (218) 683-8560 | 2209 | Sanford Brown College<br>1345 Mendota Heights Rd<br>St. Paul, MN 55120<br>Mary Leppi (651) 905-3402        |
| 2210 | Minnesota Broadcasters Association<br>3033 Excelsior Blvd Suite 440<br>Minneapolis, MN 55416<br>Linda LaSere (612) 926-8123 | 2211 | Minnesota State Community & Technical College<br>PO Box 309<br>Perham, MN 56573<br>Rhonda Bahls (877) 598-8523               | 2212 | All Access<br>28955 Pacific Coast Highway #210<br>Malibu, CA 90265<br>N/A (310) 457-6616                   |
| 2213 | Radio1 Broadcast School<br>700 3rd St N<br>La Crosse, WI 54601<br>Joe Deschler (218) 631-1803                               | 2222 | Hubbard Radio Wadena Website<br>201 1/2 South Jefferson<br>Wadena, MN 56482<br>Kyle Glysen (320) 219-3504                    | 2223 | On Air Announcement<br>201 1/2 South Jefferson<br>Wadena, MN 56482<br>Kyle Glysen (320) 219-3405           |
| 2228 | Employee-Current<br>NA<br>NA, MN NA<br>NA (999) 999-9999  | 2237 | Wadena Pioneer Journal<br>PO Box 6024<br>Fargo, ND 58107-602<br>Andi Thoreson (701) 451-5791                                 | 2240 | Indeed.com<br>7501 N Capital of Texas Hwy<br>Austin, TX 78731<br>N/A (555) 555-5555                        |

#### Outreach Activities

| Name of Event / Initiative | Contact Person | Date                          | Brief Description of Initiative  | Other Information |
|----------------------------|----------------|-------------------------------|--|-------------------|
| St Cloud Tech Job Fair     | Jackie Bauer   | 03/29/2016<br>-<br>03/29/2016 | The Market's General Manager attended the St. Cloud Tech Job Fair and provided information on careers in radio to interested attendees.  |                   |
| FCC EEO Training           | Michelle Ott   | 10/11/2016<br>-<br>10/11/2016 | Management from Wadena 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. |                   |