

FCC EEO Combined Public File Report

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

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
KIKV-FM.Account Executive - Commission Sales	08/18/2016	Internal,P Except for: 2253 2268	2226
KIKV-FM.Accounts Receivable Specialist	06/09/2016	Internal,S Except for: 2253 2268	2253

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
2188	1	2226	3	2253	1		

List of Recruitment Sources that requested postings

2187

Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	Current: 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 01/07/16: 912 INACTIVE 913 INACTIVE
P=Professional	Current: 2187 2188 2189 2190 2191 2192 2194 2195 2196 2217 2226 2253 2268 11/02/16: 2268 ADDED 06/13/16: 2253 ADDED
Paid	Current: 2268 2269 2270 11/02/16: 2268 ADDED 2269 ADDED 2270 ADDED
S=Support	Current: 2187 2188 2189 2191 2192 2194 2195 2196 2217 2226 2253 2268 11/02/16: 2268 ADDED 06/13/16: 2253 ADDED
T=Technical	Current: 2187 2188 2189 2191 2192 2194 2195 2196 2217 2226 2253 2268 11/02/16: 2268 ADDED 06/13/16: 2253 ADDED

Recruitment Sources

ID	Source	ID	Source	ID	Source
307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (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 Cassandra Jones (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	912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
913	KTMV-FM 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 Rushkowski (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 4343 Camelback Road #200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007	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 Morris, MN 56267 Gary Donovan (320) 589-6065
2194	Minnesota State Community and Technical College M State, 150 2nd St. SW, Suite B Perham, MN 56573 Rhonda Bahls (218) 347-6235	2195	College of St Benedict/St John's 37 College Ave S, Career Services St Joseph, MN 56374 John Clarkson (320) 363-2011	2196	Lakes Area Professional Women Association Box 214 Alexandria, MN 56308 Joyce Moe (320) 834-3973
2217	Job Fair x x, AL x x (123) 345-1234	2226	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

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Alexandria Area Job Fair	Kris Willert	02/03/2016 - 02/03/2016	The Market's General Manager attended the Alexandria Area Job Fair and provided information on careers in radio to interested attendees.	
St Cloud Tech Job Fair	Jackie Bauer	03/29/2016 - 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.	
St. Cloud State Career Day 2016	Niki Ebensteiner	09/27/2016 - 09/27/2016	The Market General Manager attended the St. Cloud State Career Day event and provided information on careers in radio to interested attendees.	
FCC EEO Training	Michelle Ott	10/11/2016 - 10/11/2016	Management 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.	
MSUM Internship and Career Fair	Jami Crummy	11/02/2016 - 11/02/2016	The Market General Manager attended the MSUM Internship and Career Fair and provided information on careers in radio to interested attendees.	