

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2019 to 11/30/2020

Call Letter	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

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KWAD-AM.Office Administrator(20-1049)	02/13/2020	379, 610, 665, 839, 1450, 2187, 2189, 2196, 2213, 2226, 2296, 3000, 5000, 9000	2226

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
379	Job Fair			0
610	Minnesota Broadcasters Association	401 North 3rd St # 370 Minneapolis Minnesota, 55401	Maria Vorhis 6129268123	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 & Northwest Technical College	1500 Birchmont Dr NE #18 Bemidji Minnesota, 566012699	Lisa Gubrud 2187552405	0
1450	Indeed.com	Austin Texas,		0
2187	Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Jammi Crummy 2184772131	0

2189	Alexandria Technical College	2107 W Lake Jessie Dr SE Alexandria Minnesota, 56308-3799	Karen Meuwissen 3207624443	0
2196	Lakes Area Professional Women Association	Box 214 Alexandria Minnesota, 56308	Joyce Moe 3208343973	0
2213	Radio1 Broadcast School	700 3rd St N La Crosse Wisconsin, 54601	Joe Deschler 2186311803	0
2226	Employee Referral			1
2296	South Dakota State University Journalism Dept	PO Box 2235 Brookings South Dakota, 57007	Jim Paulson 6056886512	0
3000	HBI Career Site			0
5000	Internal			0
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
SCSU Huskies Job and Internship Fair	Niki Ebensteiner	10/14/2020- 10/14/2020	Regional Controller for the business unit participated in Hubbard group session and held one on one meetings with students. Students learned about the broadcasting business and career opportunities in our company.
UW-River Falls Virtual Career Fair	McKenna Pfeiffer	10/07/2020- 10/07/2020	Regional Controller for the business unit participated in Hubbard group sessions and held one on one meetings with students. Students learned about the broadcasting business and career opportunities in our company.