

KDLM - KBOT
EEO PUBLIC FILE REPORT
December 1, 2008 - November 30, 2009

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
Account Executive	1-3	1

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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	MN Work Center 801 Roosevelt Avenue PO Box 1108 Detroit Lakes, Minnesota 56501 Phone : 218-846-7377 Fax : 1-218-846-0773 Huldy Sannes	Y	7
2	referral from TV3	N	1
3	Walk-in Holly	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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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	6/1/2009	Establishment of an intern program designed to assist members of the community	Hiring of MN CEP workers to work within the station to learn skills that will help them obtain jobs in the future.	2	Carmin Close Traffice Manager Holly Gill Business Manager Jeff Leighton General Manager	1.00
2	7/29/2009	Sponsorship of events in the community designed to increase public awareness	Becker County Fair Booth	3	Jeff Leighton General Manager Andy Lia Operation Manager Carol McCarthy News Director	0.50
3	9/3/2009	Establishment of training programs for station personnel	Mefford Sales Training	6	Jeff Leighton General Manager Deb Olson Sales Manager Robin Braukman Account Rep Joanie Peters Account Rep	1.00
4	9/3/2009	Co Sponsoring Job Fair	Job Fair at the MN WorkForce Center in Detroit Lakes	2	Jeff Leighton General Manager Deb Olson Sales Manager	1.00
5	11/2/2009	Provision of training to management	Supervisor training on Harrassment and Discrimination in the workplace	6	Jeff Leighton General Manager Holly Gill Business Manager Andy Lia Operations Manager Marty Hembre Production Manager	1.00
6	11/5/2009	Establishment of an intern program designed to assist members of the community	Summer Youth internship through CEP.	2	Jeff Leighton General Manager Joe Irby Announcer	1.00
TOTAL POINTS OVER REPORTING PERIOD:						5.50