

Annual EEO Public File Report Form

KEEZ-FM, KRBI AM/FM AND KQYK

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KEEZ-FM KRBI AM/FM, KQYK and KYSM

The information contained in this Report covers the time period beginning November 17, 2007 to and including November 16, 2008 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), iden
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to t

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

**FULL-TIME JOB VACANCIES FILLED BY
STATION DURING ANNUAL REPORTING PERIOD
Mankato - St Peter 2008**

	Job Title	Date Position Opened	Date Position Filled	Total Number of People Interviewed	Recruitment Source that Referred Hiree
1	KEEZ Office Manager		11/26/07	8	Newspaper Advertisement
2	KYSM Marketing Consultant	Open	12/5/07	6	Radio Advertisement
3	KYSM Marketing Consultant	Open	2/14/08	8	Radio Advertisement
4	KYSM Marketing Consultant	Open	3/3/08	7	Radio Advertisement
5	KEEZ Marketing Consultant	Open	3/10/08	10	Radio Advertisement
6	KRBI Programming FT	5/22/08	6/2/08	1	Referred by Gary Buchanan
7	KEEZ Programming FT	5/22/08	7/14/08	12	Radio & myZ.com internet Advertising
8	KEEZ Programming FT	5/22/08	6/10/08	5	Allaccess.com - National Search
9	KYSM Marketing Consultant	Open	6/9/08	1	Internal Personnel Move
10	KYSM Marketing Consultant	Open	6/16/08	6	Radio Advertisement
11	KYSM Marketing Consultant	Open	7/1/08	1	Internal Personnel Move
12	KEEZ Marketing Consultant	Open	7/19/08	3	Radio Advertisement
13	KEEZ Programming FT	6/15/08	7/28/08	1	Allaccess.com - National Search
14	Station Manager		7/1/08	1	Consultant Referral
15	Programming PT	8/1/08	8/11/08	1	Walk - in
16	KQYK Programming FT	Open	10/6/08	1	Allaccess.com - National Search
17	KYSM Program Director		10/6/08	2	Allaccess.com - National Search

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Appendix 1 to
Annual EEO Public File Report Form

11/17/07- 11/16/08

Call Letters KEEZ, KYSM, KRBI-FM, KRBI-AM, KQYK

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1	Business Office	Newspaper	8
2	Marketing Consultant	Radio Advertisement	6
3	Marketing Consultant	Radio Advertisement	8
4	Marketing Consultant	Radio Advertisement	7
5	Marketing Consultant	Radio Advertisement	10
6	KRBI Programming FT	Internal Referral	1
7	KEEZ Programming FT	KEEZ Website	12
8	KEEZ Programming FT	Allaccess.com	5
9	Marketing Consultant	Internal Personnel Move	1
10	Marketing Consultant	Radio Advertisement	6
11	Marketing Consultant	Radio Advertisement	1
12	Marketing Consultant	Radio Advertisement	3
13	KEEZ Programming FT	Allaccess.com	1
14	Station Manager	Consultant Referral	1
15	Programming PT	Walk-in	1
16	KQYK Programming FT	Allaccess.com	1
17	KYSM Program Director	Allaccess.com	2

Total Number of Persons Interviewed During Applicable Period: 74

Appendix 2 to
Annual EEO Public File Report Form
Covering the period from 11/17/2007-11/16/2008
Call Letters KEEZ, KYSM, KRBI FM, KRBI AM, KQYK

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
1	KEEZ Website	12	1
2	All Access Website	9	4
3	Brown College	0	0
4	MSU Job Fair	0	0
	Stadium Road		
	Mankato, MN 56001		
5	Greater Mankato College Job Fair	4	0
	122 S Riverfront Drive		
	Mankato, MN 56001		
6	Country Inn & Suites Job Fair	12	0
	1900 Premier Drive		
	Mankato, MN 56001		
7	Three Eagles Communications	40	7
	KEEZ, KYSM, KQYK, KRBI-FM		
	Radio Advertisements		

Appendix 2 to
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 Covering the period from 11/17/2007-11/16/2008
 Call Letters KEEZ, KYSM, KRBI FM, KRBI AM, KQYK

Section 2: Recruitment Source Information

8	Mankato Free Press	8	1
	418 S 2nd Street		
	Mankato, MN 56001		
9	Rusty Walker Programming Consult	1	1
	PO Box 417		
	Iuka, Mississippi 38852		
		2	
10	Internal Personnel Move		
11			

* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering Period from November 17 2007 to November 16 2008

Station(s) Comprising Station Employment Unit: KEEZ-FM, KRBI AM/FM and KQYK

Section 3: Supplemental (Non-vacancy Specific) Recruitment Activities Undertaken by
KEEZ-FM, KRBI AM/FM, KYSM and KQYK-FM

Internship Program:

1) We have an internship program where students of local colleges come in and gain experience in the department of their choice. We have a mission statement and do follow-up with each intern.

Attend at least 4 job fairs:

1) On 08/21/08 Jen Jones, Sales Director and Kathy Varva, Sales Manager attended Greater Mankato College Job Fair and spoke with potential prospects for internships and sales and marketing positions.

2) On 11/13/08 Dave Sturgeon, General Manager and Larry LeBlanc, Programming Manager attended a job fair at the Country Inn & Suites and spoke with potential prospects for internships and sales and marketing positions.

3) On 2/13/08 Miles Madden, Production Manager attended a job fair at MSU and spoke with potential prospects for internships.

4) On 05/22/08 Miles Madden, Production Manager attended a job fair at Brown College and spoke with potential prospects for on-air talent.