

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002) FOR FCC USE ONLY
BROADCAST MID-TERM REPORT	FOR COMMISSION USE ONLY FILE NO. -

Legal Name of the Licensee
 RADIO LICENSE HOLDINGS LLC

Mailing Address
 3280 PEACHTREE ROAD, NW
 SUITE 2300

City ATLANTA	State or Country (if foreign address) GA	Zip Code 30305 -
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Telephone Number (include area code) 4049490700	E-Mail Address (if available)
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FCC Registration Number 0023190655	Facility ID Number 54838	Call Sign WRXP
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WRXP	54838	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	CAMBRIDGE, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No
WWWM-FM	61541	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	EDEN PRARIE, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No
KQRS-FM	35505	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	GOLDEN VALLEY, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No

WGVX	61379	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	LAKEVILLE, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No
KXXR	35506	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MINNEAPOLIS, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name ANDREW S. KERSTING		Street Address 3280 PEACHTREE ROAD, NW SUITE 2300	
City ATLANTA	State GA	Zip Code 30305-	Telephone Number 4042606761

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent RICHARD S. DENNING
Title SENIOR VICE PRESIDENT & GENERAL COUNSEL	Telephone No. (include area code) 4049490700
Date	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: BRENDA CLARK

Title: BUSINESS MANAGER

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Attachment 1

Description
EEO Public File Report 2014-2015
EEO Public File Report 2015-2016

KQRS(FM), KXXR(FM), WGVX(FM), WRXP(FM), WGVZ(FM)
EEO PUBLIC FILE REPORT
November 21, 2014 – November 20, 2015

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	Word-of-Mouth Referral	N	37
2	On-Air Announcements <i>(one or more SEU stations)</i>	N	0
3	Job Fair <i>(see Section III)</i>	N	1
4	Clues 2700 Lake Street East Minneapolis, MN 55406 Attn: Karla Bachman 612-746-3500; Fax: 651-292-0347	N	0
5	Minnesota Department of Employment www.minnesotaworks.net	N	0
6	HIRED 1200 Plymouth Avenue N Minneapolis, MN 55411 Attn: Phylcia Freeman 612-287-1381 Phylcia.freeman@hired.com	N	0
7	Stubbe & Associates 17808 Excelsior Boulevard Minnetonka, MN 55435 Attn: Kari Brustad 952-470-4920 voc@stubbe.com	N	0
8	Multicultural Center Academic Excellence 176 Klaeber Court Minneapolis, MN 55455 Attn: Juavah Lee 612-624-9028 leex048@umn.edu	N	0
9	Multicultural Center (Duluth) KSC 236 Duluth, MN 55812 Attn: Susana Pelayo 218-726-8444; Fax:218-726-6244	N	0
10	American Indian OIC 1845 E. Franklin Avenue Minneapolis, MN 55404 Attn: Stephanie Needham-Grey Eagle 612-341-3358; Fax: 612-341-3766	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Alliance for Women in Media PO Box 50369 Minneapolis MN 55416 Attn: Catherine Flaherty 763-550-1102 info@awm-mn.org	N	0
12	CAPI USA 3702 E. Lake Street Minneapolis, MN 55406 Attn: Sean Watkins 612-721-0122; Fax: 612-724-6085	N	0
13	Summit Academy OIC 935 Olson Memorial Highway Minneapolis, MN 55405 612-278-6579; Fax: 612-377-0156	N	0
14	Craigslist minneapolis.craigslist.org	N	0
15	Courage Center 3915 Golden Valley Road Minneapolis, MN 55422 Attn: Sara Sundeen 763-520-0509; Fax: 763-520-0861 sara.sundeen@couragecenter.org	N	0
16	Hmong American Partnership 1075 Arcade Street St. Paul, MN 55106 Attn: Eric Bestrom 651-495-9160; Fax: 651-495-1699 eric@hmong.org	N	0
17	IPR- Institute Production Recording-Art Institute 312 Washington Avenue N Minneapolis MN 55401 Attn: Sandra Robinson 612-375-1900 srobinson@ipr.edu	N	0
18	Jewish Family Placement Specialist 13100 Wayzata Boulevard Minnetonka, MN 55305 Attn: Aaron Karasov 952-417-2127; Fax: 952-417-0227 akarasov@jfcsMinneapolis.org	N	0
19	Minnesota Broadcasters Association 3033 Excelsior Boulevard Minneapolis, MN 55416 Attn: Linda Lasere 612-926-8123; Fax: 612-926-9761 llasere@minnesotabroadcasters.com	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Minneapolis Urban League 2100 Plymouth Ave N Minneapolis, MN 55411 Attn: Stephen Robinson 612-302-3100; Fax:612-521-1444	N	0
21	ITT Technical Institute 1-317-706-9200 Fax: 1-317-706-3040 Isabulsky@itt-tech.edu	N	0
22	Media Institute 4100 W. 76 th Street Edina, MN 55435 Attn: Drew Ailes 612-808-0171 kschmitigal@mediainstitute.edu	N	0
23	Minneapolis American Indian Center 1530 E. Franklin Avenue Minneapolis, MN 55404 Attn: Morgan Thompson 612-879-1710; Fax: 612-879-1795 mthompson@maicnet.org	N	0
24	Phyllis Wheatley Community Center 1301 10 th Ave N Minneapolis, MN 55411 Attn: Valerie Stevenson 612-374-4342; Fax: 612-377-9089	N	0
25	Rise, Inc. 2003 Central Avenue NE Minneapolis, MN 55418 Attn: Robert Reedy 612-781-3114; Fax: 612-781-1288 rreedy@rise.org	N	0
26	St. Paul Urban League 401 Selby Avenue St. Paul, MN 55102 651-224-5771; Fax:651-224-8009	N	0
27	Council on Black Minnesotans 332 Minnesota ST St. Paul, MN 55114 Attn: Edward McDonald 651-643-30155; Fax: 651-757-1751 Edward.McDonald@state.mn.us	N	0
28	Indeed Website Indeed.com	N	1
29	Lifeworks Services 2965 Lone Oak Drive Eagan, MN 55121 Attn: Jean Grossman 651-454-2732 Fax: 651-454-3174 jgrossman@lifeworks.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Goodwill Easter Seals skoritz@goodwilleasterseals.org	N	0
31	Asian American Renaissance ebatic@msn.com	N	0
32	Station Website Postings <i>(one or more SEU stations)</i>	N	0
33	LinkedIn.com	N	8
34	University of St. Thomas web-site	N	0
35	Art Institute Intl of MN - jeolson@aia.edu	N	0
36	Colleges/Universities of MN mnsu.edu	N	0
37	Cumulus.com	N	0
38	Glassdoor	N	0
39	SimplyHired	N	0
40	All Access	N	0
41	All Cumulus Markets/Stations	N	0
42	HRM	N	27
43	Link Up (www.linkup.com)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			75

KQRS(FM), KXXR(FM), WGVX(FM), WRXP(FM), WGVZ(FM)
EEO PUBLIC FILE REPORT
November 21, 2014 – November 20, 2015

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program/KXXR Morning Show & Sanford-Brown College	<p>From December 2014 to June 2015, members of the KXXR morning show staff mentored two students from Sanford-Brown College. The students performed and learned various tasks including audio production (Adobe Audition), digital delivery system for music/spots/imaging (ENCO), proper mic techniques, how to read spot and music logs, the process of prepping for a show, appropriate ways to interact with listeners and social media strategies. This Program provides students with a unique understanding of what it takes to produce a fast-paced commercial radio morning show.</p>
2	Internship Program/Promotions Department	<p>Our SEU hosts an ongoing internship program designed to provide participants with “hands-on” experience and teaches them “the world of radio” to facilitate a successful career in broadcasting. The SEU recruits interns from a wide variety of educational institutions which includes: the University of Minnesota; the University of Wisconsin; the University of St. Thomas; Brown College; IPR/Institute of Production Recording; Hamline University; St. Cloud State; and the Minnesota School of Business. Additionally, internship opportunities are posted on station websites, which are updated regularly. Our Program runs for twelve months and interns are expected to devote 5-to-15 hours per week to the SEU. Promotions Directors supervised our interns during this reporting period, which included 10 interns for KQRS and 8 for KXXR in the promotions department.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Participation in Minneapolis Urban League – Job Fair	On June 18, 2015, our Local Sales Manager and Human Resource Director attended the Job Fair hosted by the Minneapolis Urban League Center in North Minneapolis. The LSM and HR Director were able to reach out to job seekers in the community and inform them of job opportunities at the radio stations.
4	Internship Recruitment at University of Minnesota	On June 6, 2015, the Marketing Director, Promotions Director and Account Executive for KQRS and WGVX attended the University of Minnesota to recruit interns for the stations. Interns are also recruited through our websites and referrals from all of our other station interns. The interns learn about the promotions department, concert promotions, the logistics of booking and promoting concerts.
5	Co-Sponsorship of NAACP Job Fair	On Monday, January 19, 2015 the stations co-sponsored a job fair with NAACP and PDN, two organizations in the business and professional community whose membership includes substantial participation by women and minorities. The job fair was attended by station personnel who have substantial responsibility in the making hiring decisions, including our Human Resource Director and Sales Manager. The radio stations ran a combined total of 30 PSA's informing the public of the job fair.
6	Participate in events sponsored by organizations representing community groups interested in broadcast employment issues	The station's Market Manager serves on the Board of the National and Local Alliance for Women in Media (AWM). In this leadership capacity, she coordinates various events and seminars to advance women in the media industry. Locally, the AWM holds monthly board meetings and industry luncheons approximately six times a year. Nationally, the AWM holds four quarterly meetings and they plan, coordinate and execute national events like The Gracies, which is created to recognize exemplary programming created for women, by women and about women in all facets of media and entertainment, as well as individuals who have made substantial contributions to the media industry. This is an ongoing program.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
7	Hosted Job Fair	<p>On Friday, April 3, 2015 stations KQRS-KXXR-WGVX hosted a Job Fair at the Ramada Inn in Bloomington, MN. The 3 radio stations partnered with local businesses to recruit talented individuals from the community for available job opportunities. Several employers from the community attended the job fair, including Minnesotajobs.com, Cross Country Freight Solutions, Alliance One, DLI, staff management and others.</p>

**KQRS-FM, KXXR, WGVX, WRXP, WWWW-FM
EEO PUBLIC FILE REPORT
December 1, 2015 – November 30, 2016¹**

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
Sales Assistant ²	4,6-13,16-17,19-20,22-29,32,34,37	19
Sales Assistant ²	4,6-13,16-17,19-20,22-29,32,34,37	32
IT-Engineering Asst	4,6-8,10-13,15-20,22-23,25-29,34,37,38	38
Business Manager	4,6-8,10-13,15-20,22-29,31,34-35,37-38,40-43	31
Account Executive KQRS	4,6-8,10,12-13,15-20,22-30,34,38,40-43	39
Account Executive KQRS	4,6-8,10,12-13,15-20,22-30,34,38,40-43	39
Account Executive KXXR	2,4,6-8,10,12-13,15-20,22-30,34,38,40-43	31
Account Executive KXXR	4,6-8,10,12-13,15-20,22-30,34,38,40-43	34

¹ This Report includes recruitment activity from November 21, 2015, through November 30, 2016.

² The following recruitment sources – Courage Kenny Rehab-MR#78404 (#15), Jewish Family Placement Specialist (#18), and Tasks Unlimited-Kim Coleman (#40) – were not notified of the two Sales Assistant positions. Each of those recruitment sources, however, did not request to be notified of full-time job vacancies until April 2016, after the two sales positions were filled.

**KQRS-FM, KXXR, WGVX, WRXP, WWWM-FM
EEO PUBLIC FILE REPORT
December 1, 2015 – November 30, 2016**

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	Word-of-Mouth Referral	N	5
2	On-Air Announcements <i>(one or more SEU stations)</i>	N	0
3	Job Fair <i>(see Section III)</i>	N	19
4	Clues 2700 Lake Street East Minneapolis, MN 55406 Attn: Karla Bachman 612-746-3500; Fax: 651-292-0347	N	0
5	Minnesota Department of Employment www.minnesotaworks.net	N	0
6	HIRED 1200 Plymouth Avenue N Minneapolis, MN 55411 Attn: Lori Anderson 952-303-8313 Lori.Anderson@hired.org	Y	0
7	Stubbe & Associates 17808 Excelsior Boulevard Minnetonka, MN 55435 Attn: Kari Brustad 952-470-4920 voc@stubbe.com	N	0
8	Multicultural Center Academic Excellence 176 Klaeber Court Minneapolis, MN 55455 Attn: Juavah Lee 612-624-9028 leex048@umn.edu	N	0
9	Multicultural Center (Duluth) KSC 236 Duluth, MN 55812 Attn: Susana Pelayo 218-726-8444; Fax:218-726-6244	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	American Indian OIC 1845 E. Franklin Avenue Minneapolis, MN 55404 Attn: Latisha Connor 612-341-3358; Fax: 612-341-3766	Y	0
11	Alliance for Women in Media PO Box 50369 Minneapolis MN 55416 Attn: Catherine Flaherty 763-550-1102 info@awm-mn.org	N	0
12	CAPI USA 3702 E. Lake Street Minneapolis, MN 55406 Attn: Sean Watkins 612-721-0122; Fax: 612-724-6085	N	0
13	Summit Academy OIC 935 Olson Memorial Highway Minneapolis, MN 55405 612-278-6579; Fax: 612-377-0156	N	0
14	Craigslist minneapolis.craigslist.org	N	0
15	Courage Kenny Rehab-MR#78404 3915 Golden Valley Road Minneapolis, MN 55422 Attn: Nancy Robinow 763-775-2570; Fax:612-262-6724	Y	0
16	Hmong American Partnership 1075 Arcade Street St. Paul, MN 55106 Attn: Eric Bestrom 651-495-9160; Fax: 651-495-1699 eric@hmong.org	Y	0
17	IPR- Institute Production Recording-Art Institute 300 N. 1 st St Minneapolis MN 55401 Attn: Sandra Robinson 612-244-2815 Fax: 612-244-2801 srobinson@ipr.edu	Y	0
18	Jewish Family Placement Specialist 13100 Wayzata Boulevard Minnetonka, MN 55305 Attn: Brooke Greenwell 952-417-2123; Fax: 952-417-0227 bgreenwell@jfcsMinneapolis.org	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Minnesota Broadcasters Association 3033 Excelsior Boulevard Minneapolis, MN 55416 Attn: Linda Lasere 612-926-8123; Fax: 612-926-9761 llasere@minnesotabroadcasters.com	N	1
20	Minneapolis Urban League 2100 Plymouth Ave N Minneapolis, MN 55411 Attn: Stephen Robinson 612-302-3100; Fax:612-521-1444	N	0
21	ITT Technical Institute 1-317-706-9200 Fax: 1-317-706-3040 Isabulsky@itt-tech.edu	N	0
22	Minneapolis Media Institute 4100 W. 76 th Street Edina, MN 55435 Attn: Drew Ailes 612-808-0171 kschmitigal@mediainstitute.edu	N	0
23	Minneapolis American Indian Center 1530 E. Franklin Avenue Minneapolis, MN 55404 Attn: Morgan Thompson 612-879-1710; Fax: 612-879-1795 mthompson@maicnet.org	Y	0
24	Phyllis Wheatley Community Center 1301 10 th Ave N Minneapolis, MN 55411 Attn: Valerie Stevenson 612-374-4342; Fax: 612-377-9089	Y	0
25	Rise, Inc. 2003 Central Avenue NE Minneapolis, MN 55418 Attn: Robert Reedy 612-781-3114; Fax: 612-781-1288 rreedy@rise.org	N	0
26	Council on Black Minnesotans 332 Minnesota ST St. Paul, MN 55114 Attn: Edward McDonald 651-643-30155; Fax: 651-757-1751 Edward.McDonald@state.mn.us	N	0
27	Lifeworks Services 2965 Lone Oak Drive Eagan, MN 55121 Attn: Marie Rutz 651-454-2732 Fax: 651-454-3174	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Goodwill Easter Seals skoritz@goodwilleasterseals.org	N	0
29	Asian American Renaissance ebatic@msn.com	N	0
30	Station Website Postings <i>(one or more SEU stations)</i>	N	0
31	www.Linkedin.com	N	9
32	University of St. Thomas web-site	N	1
33	Art Institute Intl of MN - jeolson@aia.edu	N	0
34	Colleges/Universities of MN mnsu.edu	N	1
35	www.Cumulus.com/Careers	N	0
36	All Access	N	0
37	All Cumulus Markets/Stations	N	0
38	www.indeed.com	N	18
39	Employee Referral	N	12
40	Tasks Unlimited-Kim Coleman	Y	0
41	www.glassdoor.com	N	0
42	www.simplyhired.com	N	0
43	www.linkup.com	N	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		66

**KQRS-FM, KXXR, WGVX, WRXP, WWWM-FM
EEO PUBLIC FILE REPORT
December 1, 2015 – November 30, 2016**

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Events or Programs sponsored by educational institutions relating to career opportunities in broadcasting.	Vantage Project is an innovation of the Minnetonka Public Schools. In this innovative new program, students will work on a project team, on location, solving real-world problems and learning about the challenges of project-driven work. Under the direction of our KXXR Programming personnel the students are mentored in the area of Digital Media. The students have visited the station and have attended the KXXR morning show. The programming personnel keep in contact with the students via e-mail and/or text a couple times a month to give advice to the students on projects they are working on in class. This program has been in place since early October 2016.
2	Internship Program/Promotions Department	Our SEU hosts an ongoing internship program designed to provide participants with “hands-on” experience and teach them “the world of radio” to facilitate a successful career in broadcasting. The SEU recruits interns from a wide variety of educational institutions which include: the University of Minnesota; the University of Wisconsin; the University of St. Thomas; Sanford-Brown College; IPR/Institute of Production Recording; Hamline University; St. Cloud State University; and, The Minnesota School of Business. Additionally, internship opportunities are posted on station websites, which are updated regularly. The internships run twelve months and interns are expected to devote 5-to-15 hours per week to the SEU. Individual stations Promotion Directors supervise the interns during this reporting period, which included 1 intern for KQRS-FM and 5 interns for KXXR-FM.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Co-Sponsorship of Diversity Career Job Fair	<p>On Monday, January 18, 2016 the SEU co-sponsored a job fair with The NAACP and The Professional Diversity Network. Both are organizations in the business and professional community whose membership includes substantial participation by women and minorities. The job fair was attended by the SEU's General Sales Manager.</p> <p>The SEU ran a total of 45 PSA's informing the public of the job fair.</p>
4	Participation in Minneapolis Urban League – Job Fair	<p>On May 26 2016, the SEU General Sales Manager attended the Job Fair hosted by the Minneapolis Urban League Center in North Minneapolis. The General Sales Manager was able to reach out to job seekers in the community and inform them of job opportunities at the radio stations.</p>
5	Co-Sponsor of Diversity Career Job Fair	<p>On Tuesday, September 20, 2016 the SEU co-sponsored a job fair with The NAACP and The Professional Diversity Network. Both are organizations in the business and professional community whose membership includes substantial participation by women and minorities. The job fair was attended by the SEU's General Sales Manager.</p> <p>The SEU ran a total of 45 PSA's informing the public of the job fair.</p>
6	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On June 14, 2016 the SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager, Business Manager, General Sales Manager, Department Heads, and Assistant Business Manager were active attendees in that seminar.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
7	Internship Program	<p>From May 24, 2016 – September 1, 2016, the SEU had a student from Hamline University job-shadow in the digital department with the primary focus on the creative design and production process. Throughout the course of the internship, the digital department manager walked the student through various steps they follow when building a robust digital and social media presence for each station event and programming initiative. The internship also covered: branding, identity, creative uniformity, designing with the user experience in mind, planning ahead and project deadlines.</p>