

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 KSUM-AM and KFMC-FM of Fairmont, Minnesota, and is required to be placed in the public inspection files of these stations and posted on their websites. The information contained in the report covers the time period (“the Applicable Period”) beginning December 1, 2016 through and including November 30, 2017. The FCC’s 2002 EEO Rules 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 EEO Rule, to be separately identified), identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hired for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of interviews 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 Sections 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 the number of the full-time jobs listed on

Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the prospective employee accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from December 1, 2016 to and including November 30, 2017
KSUM-AM and KFMC-FM

There were no positions available in 2017

Section 1: Vacancy Information Job Title	Recruitment source	Total number of interviews from each source.
---	--------------------	--