

2018 EEO Public File Report

Employment Unit Covered

KDOM-AM, Windom, MN

KDOM-FM, Windom, MN

Reporting Period

December 1, 2017 to November 30, 2018

Full-Time Vacancies Filled During Reporting Period

1) Job Title: Sales Executive	Sales and Marketing
Recruitment Sources Used:	<u>1 3 5</u>
Interviews from Sources:	2 0 1
Total Interviews for position:	3
Date Position Filled: 3/15/17	

2) Job Title: Sales	Announcer
Recruitment Sources Used:	<u>1 2 3 5</u>
Interviews from Sources:	1 0 0 3
Total Interviews for position:	4
Date Position Filled: 10/15/18	

Recruitment/Referral Sources

Name	Address	City	Contact
1) KDOM Radio	1450 Highway 60/71	Windom, MN	Lisa Hieronimus
2) MN Broadcasters Assn	3033 Excelsior Bld	Minneapolis, MN	Steve White
3) Indeed.com	online		Steve White
4) jobfair.works	online		Steve White
5) Walk in/Employee Reference	1450 Highway 60/71	Windom, MN	Lisa Hieronimus
6) Brown College	1345 Mendota Heights Rd	Mendota Heights, MN	Mary Leppi
7) Radio 1 Broadcast School	308 Buchner Place	LaCrosse, WI	

Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation and Location	Station Staff Involved
Training-Establishment of training for station personal designed to acquire skills for higher level positions.	Algona, IA Varous speakers, training on sales techniques for radio station sales people	Lisa Hieronimus, Paul Dick, Amber Rhubee, Steve White
Training-Establishment of training for station management personal designed to acquire management skills.	Sioux Falls, SD, Sales and managing idea sharing round table designed to improve management skills	Lisa Hieronimus, Steve White
Training-Establishment of training for station personal designed to acquire skills for higher level positions.	Sioux falls, SD South Dakota Broadcasters Assn Conference Seminar training on air staff on news gathering and reporting techniques	Dirk Abraham, Steve White
Training-Establishment of training for station personal designed to acquire skills for higher level positions.	Des Moines IA Iowa Broadcasters Assn seminar training for on air staff on programming	Josh Goblisch, Zack Polk, Steve White
EEO Webinar	The Changing Face of the FCC's EEO Rule-from Pillsbury Winthrop Shaw Pittman discussing changes in the interpretation of FCC rules.	Steve White

Recruitment/Referral Sources

	Name	Address	City	Contact
1)	KDOM Radio	1450 Highway 60/71	Windom, MN	Lisa Hieronimus
2)	MN Broadcasters Assn	3033 Excelsior Bld	Minneapolis, MN	Steve White
3)	Indeed.com	online		Steve White
4)	jobfair.works	online		Steve White
5)	Walk in/Employee Reference	1450 Highway 60/71	Windom, MN	Lisa Hieronimus
6)	Brown College	1345 Mendota Heights Rd	Mendota Heights, MN	Mary Leppi
7)	Radio 1 Broadcast School	308 Buchner Place	LaCrosse, WI	