

**STATIONS KRCH-FM/KMFX-FM/KWEB-AM/KMFX-AM
EEO PUBLIC FILE REPORT
FOR THE ONE-YEAR PERIOD BEGINNING 12/01/2010-11/30/2011**

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KRCH-FM/KMFX-FM/KWEB-AM/KNFX-AM/KMFX-AM
EEO PUBLIC FILE REPORT
12/01/2010-11/30/2011

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 I	1,7,8,9,10,13,15,17,19,22	22
Account Executive II	1,7,8,9,10,13,15,17,19,22	22

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KRCH(FM), KWEB(AM), KMFX-FM, KMFX(AM)
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 December 1, 2010 through November 30, 2011

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	On-air announcements (<i>on all SEU stations</i>)	N	2
2	MN Workforce Center , mnwfc.org Website maintained by Minnesota Department of Employment and Economic Development 1st National Bank Building 332 Minnesota Street, Suite E200 Saint Paul, MN 55101-1351 Phone: 1-800-657-3858	N	0
3	Winonan Winona State University College Newspaper P.O. Box 5838 Winona, MN 55987 Phone: (507) 457-5677 E-mail: winonan@winona.edu.	N	0
4	The Echo Rochester Community and Technical College Newspaper 851 30 th Ave. SE, Rochester, MN 55904-4999 Contact: Mark Schnaedter Phone: (507) 529-2728 E-mail: mark.schnaedter@roch.edu	N	0
5	Rochester Buyer's Guide & Community News 515 Rocky Creek Drive, NE Rochester, MN 55906 Contact: Debbie Shafer Phone: (507) 288-5201 E-mail: deb@rochesterbg.com	N	0
6	The Main Street Tattler Main Street Marketing & Promotion 4517 Minnetonka Blvd. Suite 104 Minneapolis, MN 55416 Contact: Tom Kay Phone: (952) 927-4487 Fax: (952) 927-6427 E-mail: tomk@main-st.net	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Laser 101.7 laser1017.net	N	0
8	Fox Country 102.5 1025TheFox.com	N	0
9	KWEB The FAN fan1270.com	N	1
10	MN Broadcasters Association (online job bank & monthly newsletter) minnesotabroadcasters.com	N	1
11	Career Page – The Source for Broadcast Radio & TV Jobs careerpage.org	N	0
12	All Access Music Group allaccess.com	N	0
13	Clear Channel Career Website clearcareers.com	N	0
14	Radio & Records radioandrecords.com	N	0
15	Rochester Post-Bulletin Post-Bulletin Company, LLC 18 First Ave., SE PO Box 6118 Rochester, MN 55903 Phone: 1-800-562-1758 Also posted online at: postbulletin.com Contact: Rob Hanson Phone: (507) 285-7492 E-mail: rhanson@postbulletin.com	N	0
16	All About Country allaboutcountry.com	N	0
17	Employ Diversity Employdiversity.com	N	0
18	Radio Classifieds Radio-Classifieds.com	N	0
19	American Women in Radio & Television Awrt.org 1760 Old Meadow Rd, Ste 500 McLean, Virginia 22102 Phone: 703-506-3290	N	0
20	Inside Radio Insideradio.com	N	0
21	Internal Transfer/Promotion	N	0
22	Word-of-Mouth Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
23	Other – Internet Google Search (<i>not directly contacted by SEU</i>)	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			7

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in Career Fair	On April 21, 2011 Clear Channel Rochester participated in a career fair sponsored by the Post-Bulletin Newspaper, held at the Ramada Inn in Rochester, MN. Clear Channel spoke with attendees about available positions and collected resumes. Station participants included our sales manager, operations manager and on-air staff.
2	Sponsor event/program for or on behalf of an educational institution relating to careers in broadcasting	On January 18th, 2011 one of our Account Executives participated in a mock interview program with junior and senior students from John Marshall High School in Rochester, MN. The mock interviews were conducted as part of John Marshall's Career Planning Day. Students received feedback on their interviewing skills and resumes. Students were also given the opportunity to ask questions about career opportunities with our station employment unit and about broadcasting careers generally.
3	Sponsor event/program for or on behalf of an educational institution relating to careers in broadcasting	On June 7th, 2011 one of our Account Executives participated in a mock interview program with junior and senior students from John Marshall High School in Rochester, MN. The mock interviews were conducted as part of John Marshall's Career Planning Day. Students received feedback on their interviewing skills and resumes. Students were also given the opportunity to ask questions about career opportunities with our station employment unit and about broadcasting careers generally.
4	Establishment of mentoring program	2011- Ongoing. Allen Lica, our Traffic Director began mentoring Greg Henn, our Sports Director. Allen is learning and improving skills that would qualify him for a position with on-air, sports play by play. Allen is assisting Greg with high school and college hockey, basketball and football games that air on our stations.

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