

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, 2006 to and including November 16, 2007 (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 2007**

	Job Title	Date Position Opened	Date Position Filled	Total Number of People Interviewed	Recruitment Source that Referred Hiree
1	KEEZ Account Executive	Open	1/20/07	3	Station Website
2	KEEZ Account Executive	Open	2/26/07	5	Radio Advertisement
3	KEEZ Account Executive	Open	3/5/07	1	Internal Promotion
4	KEEZ Account Executive	Open	3/9/07	6	Radio Advertisement
5	KEEZ Administrative Assistant		3/12/07	4	Station Employee Referral
6	KEEZ Account Executive	Open	4/30/07	4	Radio Advertisement
7	KEEZ Account Executive	Open	5/14/07	1	Internal Promotion
8	KEEZ Account Executive	Open	5/14/07	3	Radio Advertisement
9	KRBI FM Account Executive		5/14/07	6	Radio Advertisement
10	KEEZ Account Executive	Open	8/13/07	6	Station Website
11	KYSM Account Executive	Open	9/4/07	5	Radio Advertisement
12	KEEZ Sales Assistant		9/5/07	2	Station Employee Referral
13	KYSM Account Executive	Open	9/10/07	4	Radio Advertisement
14	KYSM Business Manager		10/1/07	8	Newspaper Advertisement
15	KEEZ Account Executive	Open	10/15/07	6	Radio Advertisement
16	KEEZ Special Projects Manager		10/22/07	1	Station Employee Referral
17	KYSM Programming FT		11/1/07	3	Station Consultant
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Appendix 1 to
Annual EEO Public File Report Form

11/17/06- 11/16/07

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	Account Executive	Station Website	3
2	Account Executive	Radio Advertisement	5
3	Account Executive	Radio Advertisement	1
4	Account Executive	Radio Advertisement	6
5	Administrative Assistant	Station Employee Referral	4
6	Account Executive	Radio Advertisement	4
7	Account Executive	Internal Promotion	1
8	Account Executive	Radio Advertisement	3
9	Account Executive	Radio Advertisement	6
10	Account Executive	Station Website	6
11	Account Executive	Radio Advertisement	5
12	Sales Assistant	Station Employee Referral	2
13	Account Executive	Radio Advertisement	4
14	Business Manager	Newspaper Advertisement	8
15	Account Executive	Radio Advertisement	6
16	Special Projects Manager	Station Employee Referral	1
17	Programming	Station Consultant	3

Total Number of Persons Interviewed During Applicable Period: 68

Appendix 2 to
Annual EEO Public File Report Form
Covering the period from 11/17/2006-11/16/2007
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	INTERNAL PROMOTION	1	1
2	STATION EMPLOYEE REFERRAL	5	5
3	Brown College	0	0
4	Brooklyn Center, MN		
5	Minnesota State University Mankato		
	Stadium Road		
	Mankato, MN 56001		
	SUMMER JOB FAIR	7	0
6	Mankato East High School		
	2600 Hoffman Road		
	Mankato, MN 56001		
	CAREER DAY	8	0
7	Three Eagles Communications		
	54934 - 210th Lane		
	Mankato, MN 56001		
	IN HOUSE JOB FAIR	5	0
8	Three Eagles Communications		
	1807 Lee Boulevard		

	North Mankato, MN 56003		
	RADIO AD	40	8
9	Three Eagles Communications		
	1807 Lee Boulevard		
	North Mankato, MN 56003		
	WEBSITE	9	2
10	Three Eagles Communications		
	1807 Lee Boulevard		
	North Mankato, MN 56003		
	NEWSPAPER AD	8	1
11	Rusty Walker Consulting		
	PO Box 417		
	Iuka, Mississippi, 38852		
	STATION CONSULTANT	3	1

* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering Period from November 17 2006 to November 16 2007

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 12/13/06 Miles Madden, Program Director, attended the Brown College Job Fair and spoke with potential prospects for internships and on-air positions.

2) On 2/14/07 Miles Madden, Program Director and erica Munson, on-air staff, attended a job fair at Minnesota State University and spoke with potential prospects for internships, sales and marketing positions.

3) On 5/10/07 Mike Schoen, Operations Manager, attended Career Day at Mankato East High School and met with students regarding possible career choices in radio.

4) On 06/14/07 and 06/15/07 we conducted an in-house job fair at Three Eagles Communications for possible on-air staff, sales and marketing personnel.