

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2020 to 11/30/2021

Call Letter	Type of Station	Location:City/State	Facility ID
KIKV-FM	Radio	Sauk Centre, MN	4336
KULO-FM	Radio	Alexandria, MN	23091

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KIKV-FM.Chief Engineer(20-1252)	08/06/2021	379, 610, 665, 839, 1450, 2189, 2196, 2213, 2226, 2296, 3000, 5000	1450
KIKV-FM.Morning Show Co-Host/Producer(20-1289)	03/10/2021	379, 610, 665, 839, 1443, 1450, 2189, 2196, 2213, 2226, 2270, 2296, 3000, 5000	5000
KIKV-FM.Program Director(21-1040)	03/23/2021	379, 610, 665, 839, 1443, 1450, 2189, 2196, 2213, 2226, 2270, 2296, 3000, 5000	1443
KIKV-FM.On-Air Production Manager(21-1192)	07/22/2021	157, 379, 577, 584, 610, 630, 665, 840, 841, 858, 869, 872, 873, 878, 888, 1294, 1443, 1450, 2187, 2189, 2196, 2204, 2213, 2226, 2270, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 3063, 5000	1443

List of Recruitment Sources

***An asterisk next to the name of the source indicates a source that requested our postings.**

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
157	Augsburg College	2211 Riverside Ave S Minneapolis Minnesota, 55454	Handshake 6123301472	0
379	Job Fair			0
577	UW La Crosse Career Services	1725 State St LaCrosse Wisconsin, 54601	Handshake 6087858514	0

584	U of Wisconsin Eau Claire, Internships	230 Schofield Hall Eau Claire Wisconsin, 547024004	Handshake 7158364069	0
610	Minnesota Broadcasters Association	408 St. Peter Street Suite 423 St. Paul Minnesota, 55102	Tim Hyde 6129268123	0
630	Minnesota State University Mankato	Career Development Center, WA 209, 730 Maywood Ave Mankato Minnesota, 56001	Handshake 5073896061	0
665	Northland Community & Technical College	1101 Hwy 1 E Thief River Falls Minnesota, 56701	Career Center 2186838560	0
839	Bemidji State University Career Svcs & Northwest Technical College	1500 Birchmont Dr NE #18 Bemidji Minnesota, 566012699	Lisa Gubrud 2187552405	0
840	Concordia College Career Center	901 8th St S Moorhead Minnesota, 56562	Handshake 2182993020	0
841	St Olaf College	1520 St Olaf Ave, Tomson 270 Northfield Minnesota, 55057	Handshake 5077863268	0
858	Metropolitan State University Twin Cities	700 E 7th St St Paul Minnesota, 55106	Handshake 6517931529	0
869	St Cloud State University Career Center	720 4th Ave S, Centennial Hall #215 St Cloud Minnesota, 563014498	Handshake 3203082153	0
872	College of St Benedict/St John's	37 College Ave S, Career Services St Joseph Minnesota, 56374	Handshake 3203635707	0
873	College of St Catherine	2004 Randolph Ave Room 460 Mailbox #F-26 St Paul Minnesota, 55105	Handshake 6516908890	0
878	Southwest Minnesota State University Career Svcs	1501 State St BA 156 Marshall Minnesota, 56258	Handshake 5075376221	0
888	U of MN Morris Career Center	201 Behmler Hall, 600 E 4th St Morris Minnesota, 56267	Handshake 3205896065	0
1294	University of Minnesota	411 STSS Building, 222 Pleasant St SE Minneapolis Minnesota, 55455	Handshake 6126247387	0

1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	5
1450	Indeed.com	Austin Texas,		3
2187	Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Handshake 2184772131	0
2189	Alexandria Technical College	1601 Jefferson St Alexandria Minnesota, 56308	Karen Meuwissen 3207624443	0
2196	Lakes Area Professional Women Association	Box 214 Alexandria Minnesota, 56308	Joyce Moe 3208343973	0
2204	UW River Falls Dept of Journalism	310 North Hall, 410 S. Third Street River Falls Wisconsin, 54022	Andris Straumanis 7154254645	0
2213	Radio1 Broadcast School	1040 W Center St Adams Wisconsin, 53910	Joe Deschler 2186311803	0
2226	Employee Referral			0
2270	Radio Online	3500 Tripp Ave Amarillo Texas, 79121-163	Ron Chase	0
2287	Gustavus Adolphus College	800 W College Ave St Peter Minnesota, 56082	Handshake 5079337524	0
2289	University of Wisconsin Green Bay	2420 Nicolet Dr Green Bay Wisconsin, 54311	Handshake 9504652163	0
2292	University of Wisconsin Oshkosh	800 Algama Blvd Oshkosh Wisconsin, 54901	Handshake 9204242181	0
2295	University of Wisconsin Milwaukee	University of Wisconsin Milwaukee Wisconsin, 53211	Career Services 4142294486	0
2296	South Dakota State University Journalism Dept	PO Box 2235 Brookings South Dakota, 57007	Jim Paulson 6056886512	0

3000	HBI Career Site			2
3033	University of Northwestern-St. Paul	3003 Snelling Ave N St. Paul Minnesota, 55113	Handshake 6516315279	0
3034	The College of St. Scholastica	1204 Kenwood Avenue Duluth Minnesota, 55811	Handshake	0
3063	Bemidji State University/Northwest Technical College	1500 Birchmont Dr NE #18 Bemidji Minnesota, 56601	Handshake 218-755-2405	0
5000	Internal			3

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
FCC EEO Training	Michelle Ott, Corporate HR	11/18/2021- 11/18/2021	Management of HBI Radio Alexandria participated in training on the FCC's Rules regarding equal employment opportunity. Also reviewed were employment and non-discrimination laws and Hubbard's policy and program to ensure equal employment opportunities in the workplace.
Job Fair - B.I.G. Career and Internship Fair	Mandy Hanson	03/25/2021- 03/25/2021	Regional Controller participated in a virtual job fair and spoke with students about radio and employment opportunities in radio and broadcasting.
Job Fair - Lakes Area Hiring Extravaganza	Jama Davidson	04/28/2021- 04/28/2021	The Regional Controller helped plan, promote and participated in a drive thru style job fair at Central Lakes College in Brainerd.
Job Fair - UW River Falls	McKenna Pfeiffer	02/17/2021- 02/17/2021	The Regional Controller participated in a virtual job fair with UW River Falls and spoke with students about radio and employment opportunities with Hubbard Broadcasting.
Leadership Training	Julie Pomeroy	04/01/2021- 11/30/2021	Employees in the market participated in leadership training in 2021. The trainings were The 6 Critical Practices for Leading a Team and The 4 Essential Roles of Leadership. Training was provided to grow and develop management/leadership skills.

Station Tour

Terri Shatek

10/20/2021-
10/20/2021

The Business Manager for the business unit gave a station tour to a prize winner and his son. The son expressed an interest in working in radio so he was able to have his questions answered and see what it is like to work in the industry.