

Annual EEO Public File Report

Subarctic Media
 Covering the Period from December 1, 2021 to November 30, 2022

Stations Comprising Station Employment Unit:
KMHL-AM/KKCK-FM/KNSG-FM/KARL-FM/KARZ-FM

Vacancy Information

Full-time Positions Filled by Job Title	Start Date	Total # Interviewed	Recruitment Sources Utilized	Recruitment Source of Hire
News Director	1/1/2022	8	1, 2, 4, 6	1
News Director	8/8/2022	10	1, 2, 3, 5, 6	1
News Director	10/10/2022	Included in Recruitment Campaign for 10/10/22 Hire		6

Recruitment Sources:

<u>Radio Announcements</u>	<u>Contact Person/Type</u>	<u>Address</u>	<u>Telephone or email</u>	<u>#Interviews from Source</u>
1. Marshall Radio Stations	Matt Ketelsen	1414E. College Dr., Marshall, MN 56258	507-532-2282	2
<u>Internet Site:</u>				
2. Indeed	Job Board	www.indeed.com	website only	10
3. Facebook	Social Media	www.facebook.com	website only	2
4. Marshall Radio	Website	www.marshallradio.net	website only	1
5. Marshall Chamber	Website/Job Board	www.marshallmn.org	website only	1
<u>Employee Referral</u>				
6. Marshall Radio	Matt Ketelsen	1414E. College Dr., Marshall, MN 56258	507-532-2282	2

Supplemental Outreach Initiatives:

Marshall Job Fair	May 14, 2022	Aaron Ziemer: aaronz@marshallradio.net	Marshall Radio Hosted a Job Fair for Businesses in SW MN.
Marshall Job Fair	September 24, 2022	Aaron Ziemer: aaronz@marshallradio.net	Marshall Radio Hosted a Job Fair for Businesses in SW MN.
2022 Southwest MN Career Expo	October 4, 2022	Mary Mortier: mary.mortier@swsc.org	Marshall Radio Participated in a Career Fair for SW MN Students.
Marshall Area Chamber Leadership Academy	February 3, 2022	Brad Gruhot: brad.gruhot@marshallmn.org	Aaron Ziemer participated in a Leadership Academy for aspiring business leaders.