

11/27/2024

Re: EEO KCHK AM/FM Evaluation Meeting submitted by Tom Goetzinger
GM KCHK Radio.

Chris Adamson, Operation Manager and EEO Processing Assistant, and I met on this day to review our EEO program for our stations.

We have not have had a full time opening in a few years. If we did, we would get our information about openings out via our website kchkradio.net, the New Prague Times Newspaper, and the Scott County Workforce Center in Shakopee. We still have connections with St. Cloud State University and the University of South Dakota if the need for a full time announcer arises. We believe this group of resources adequately covers our trade zone/city of license when an opening occurs.

We have 1 intern, Kerri Lehnen.

We did continue the practice of attending career days at local schools.

This concludes the review of items Chris and I went over and plan to implement per our annual EEO KCHK evaluation meeting today.


Tom Goetzinger

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
	N/A	

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Employment Group

[Description of the activities. Employment groups with 5-10 employees, or more than 10 employees, but in smaller markets, need two "units" every two years. More than 10 employees and in larger markets must earn 4 "units" every two years.

These activities are to be independent of any particular job opening. Rather, these initiatives are undertaken with the idea that educating the public about opportunities available in the broadcasting industry develops interest and continued employment in broadcasting.

Options include:

- (i) participation in at least four (4) job fairs by station personnel who have substantial responsibility in making hiring decisions;
- (ii) hosting at least one (1) job fair;
- (iii) co-sponsoring at least one (1) job fair with organizations in the business and professional community whose membership is comprised substantially of women and minorities;
- (iv) participation in at least four (4) events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities;
- (v) establishing an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
- (vi) participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notices of specific job vacancies);

Annual EEO Report

This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): [Station Call Sign(s) and Communities of License] and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning DEC 5 2023 to and including NOV 20 2024

The FCC's 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 EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
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.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer.

Covering the Period from to
Station(s) Comprising Station Employment Unit: [Station Call Sign(s)]

Section 1: Vacancy Information

Full time positions hired	Filled by recruitment source
KCNK RADIO IN NEW PRAGUE, MN. NO VACANCIES OVER THIS TIME PERIOD	

Total Number of Persons Interviewed During Applicable Period: 0



LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF DEC 2023 through NOV 2024

Complete this worksheet continuously every time a vacancy is filled

Job Title: WE HAD NO VACANCIES ^{DURING} Date Filled: THIS PERIOD

Job Title: _____ Date Filled: _____

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.



SUMMARY DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form to summarize the activities compiled on the Description of Supplemental Outreach Initiatives worksheets (page 16). Stations required to engage in four initiatives should use an additional sheet to include remaining initiatives.

2/4 YEAR PERIOD BEGINNING DEC 2023 AND ENDING NOV 2024

Specify First Initiative: TAKE PART IN NEW PRAGUE AREA SCHOOL CAREER DAY 4/15/2024

Describe activities undertaken to fulfill that initiative:

MATT BARK ATTENDED THIS TO TALK TO JOHANNA GRADERS ABOUT RADIO JOB AND INTERV OPPORTUNITIES

Specify Second Initiative: TAKE PART IN NEW PRAGUE AREA MIDDLE SCHOOL CAREER DAY 4/16/2024

Describe activities undertaken to fulfill that initiative:

MATT BARK ATTENDED THIS EVENT TELLING YOUNG PEOPLE ABOUT RADIO JOB AND INTERV OPPORTUNITIES

Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.

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2/4 YEAR PERIOD BEGINNING DEC 2023, 200 AND ENDING NOV 2024

Specify First Initiative: JOB APPLICATIONS, MENTOR, AND INTERN DISTRIBUTION SCOTT COUNTY FAIR 7/24-7/31/24

Describe activities undertaken to fulfill that initiative:

DISTRIBUTION OF MATERIAL AND QUESTION ANSWERING

Specify Second Initiative: JOB APPLICATIONS, MENTOR, AND INTERN DISTRIBUTION LESLIEUR COUNTY FAIR 8/14-8/18/24

Describe activities undertaken to fulfill that initiative:

DISTRIBUTION OF MATERIAL AND QUESTION ANSWERING

Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.



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2/4 YEAR PERIOD BEGINNING DEC 2023 AND ENDING NOV 2024

Specify First Initiative: JOB APPLICATIONS, MENTOR, AND INTERN DISTRIBUTION APPRECIATION CONC 11/8/2024

Describe activities undertaken to fulfill that initiative:

DISTRIBUTION OF MATERIAL AND QUESTION ANSWERING

Specify Second Initiative: JOB APPLICATIONS, MENTOR, AND INTERN DISTRIBUTION DOZENKY CAR CRUISE FESTIVAL 9/15/2023 9/15/2024

Describe activities undertaken to fulfill that initiative:

DISTRIBUTION OF MATERIAL AND QUESTION ANSWERING

Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.