

**KSMQ Public Service Media, Inc. – KSMQ TV,  
Austin, Minnesota Annual Public File – FCC EEO  
Report  
December 1, 2019 – November 30, 2020**

**1. Full-Time Vacancies**

A list of all full-time vacancies filled by the station’s employment unit during the preceding year, identified by job title.

Position	Status
Master Control	Full-Time

**2. Recruitment Sources Utilized for Each Search**

For each such vacancy, the recruitment sources utilized to fill the vacancy, identified by name, address, contact person and telephone number.

<b>Master Control</b>							
Recruiting Source	Phone #	Contact	Address	City	State	Zip	Email/Website
Austin Daily Herald	507-433-8851	Publisher	310 2 <sup>nd</sup> St NE	Austin	MN	55912	<a href="mailto:publisher@austindailyherald.com">publisher@austindailyherald.com</a>
Workforce Development Austin	507-433-0555	Service Rep	1600 18 <sup>th</sup> Ave NW	Austin	MN	55912	<a href="http://www.workforcedevelopmentinc.org">www.workforcedevelopmentinc.org</a>
KSMQ Website	507-481-2095	Eric Olson	2000 8 <sup>th</sup> Ave NW	Austin	MN	55912	<a href="http://www.ksmq.org">www.ksmq.org</a>
Welcome Center	507-434-2863	Dora Martinez	111 N Main Ste 101	Austin	MN	55912	<a href="http://www.austinwelcomecenter.org">www.austinwelcomecenter.org</a>
Chamber of Commerce	507-437-4561	Elaine Hansen	329 N Main Ste 102	Austin	MN	55912	<a href="http://WWW.austincoc.com">WWW.austincoc.com</a>

**3. Recruitment Sources That Referred Hired For Each Full Time Position Search**

For each such vacancy, the recruitment source that referred the hire for each full-time vacancy during the preceding year.

Position	Recruitment Source for Hire
Master Control	Austin Daily Herald Austin MN

**4. Total Number of Persons Interviewed By Each Recruitment Source**

For each such vacancy, data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

Position / Recruitment Source	Number Interviewed
<b>Master Control</b>	7
Austin Daily Herald	1
Workforce Development	3
Website	1
Welcome Center	1
Chamber of Commerce	1

**5. Prong 3 Long-Term Recruitment Initiatives**

The FCC’s EEO rules require broadcasters subject to the recruitment requirements to complete four (for broadcast employment units with more than 10 full-time employees located in larger markets) longer-term recruitment initiatives within a two-year period. These initiatives can include job fairs, mentoring, scholarship and internship programs and other community events designed to inform the public about employment opportunities in broadcasting.

Since KSMQ has 10 full-time employees, we are required to comply with at least four long-term recruitment initiatives every two-year reporting period as outlined by the FCC. For the reporting period from December 2019 – November 2020, KSMQ TV has met the goals with several initiatives:

**(iv) Participate in events with educational institutions relating to career opportunities in broadcasting.**

Southwest Middle School Career Exploration Event: We went to the SWMS in Albert Lea on February 14th to demonstrate what it's like to do a live broadcast. But, the school was closed due to cold weather and we returned to the station.

Austin High School Documentary Class Presentation: We gave presentations to 75 students who were enrolled in the high school documentary class on 2/24/20.

We also participated in the following:

Austin High School and Austin Aspires Job Shadow Day: We hosted a visit from a student from the Austin High School. He spent time with different employees of the station to get an idea of what a career in television is like on 2/27/20.

Frozen River Film Festival: We partnered with the Frozen River Film Festival in Winona. We chose one of the films shown during the festival to air on our station. We made the announcement during the awards ceremony on February 9th. The documentary we chose was called Victory Swim.

**(viii) Execute a mentoring and training program for station personnel**

Provision of training to all personnel as to methods of ensuring equal employment opportunity and preventing discrimination in the workplace was provided through a video presentation. The station provided a Harassment and Diversity Training for all employees, managers and sub-contractors.

Employees are encouraged to apply for the annual nine-month leadership program "Leadership Austin" designed by the Chamber of Commerce in cooperation with Riverland Community College, Training and Development Division. This program is intended for employees who exhibit management potential. KSMQ encourages all interested employees to apply. During the program, one day is spent entirely on diversity issues, including workplace discrimination.

KSMQ establishes training programs designed to enable station personnel to increase their professional skills. These trainings can help qualify an employee for a higher-level position. All department personnel are encouraged to participate in leadership webinars when available.