

FCC EEO REPORT

Dec. 1, 2021 - Nov. 30, 2022

1. Full-Time Vacancies

Position	Status
Digital Content Producer	Full-Time
Television Producer	Full-Time
Master Control	Full-Time
Engineer	Full-time

2. Recruitment Sources Utilized for Each Search

Digital Content Producer and Television Producer							
Recruiting Source	Phone #	Contact	Address	City	State	Zip	Email/Website
KSMQ Website	507-460-8786	Matthew Bluhm	107 West Oakland Ave.	Austin	MN	55912	ksmq.org
KSMQ Facebook Page	507-460-8786	Matthew Bluhm	108 West Oakland Ave.	Austin	MN	55912	ksmq.org
Indeed		Website	6433 Champion Grandview Way Building 1	Austin	TX	78750	indeed.com
Zip Recruiter	(877) 252-1062	Website	604 Arizona Ave	Santa Monica	CA	90401	ziprecruiter.com
Minnesota Works Website	(651) 259-7500	Website	332 Minnesota Street, Suite E200	St. Paul	MN	55101	minnesotaworks.net
Austin Daily Herald	205-280-5667 Ext: 513	Viridiana Romero	310 2nd St. NE	Austin	MN	55912	austindailyherald.com
Rochester Post Bulletin	507-210-2300	Jen Strand	1700 Greenview Dr SW	Rochester	MN	55902	postbulletin.com
CPB Website	202-879-9600	Website	401 9th Street, NW	Washington	DC	20004	cpb.org
Handshake		Website					joinhandshake.com
Workforce Center	(507) 460-5020	Michael Postma	1600 8th Ave. NW	Austin	MN	55912	workforcedevelopmentinc.org
College Central	(507) 433-0600	Heidi Goebel	1900 8th Avenue NW	Austin	MN	55912	heidi.goebel@riverland.edu

Master Control							
Recruiting Source	Phone #	Contact	Address	City	State	Zip	Email/Website
Minnesota Works Website	(651) 259-7500	Website	332 Minnesota Street, Suite E200	St. Paul	MN	55101	minnesotaworks.net
KSMQ Website	507-460-8785	Michele Hoepfer	107 West Oakland Ave.	Austin	MN	55912	ksmq.org

Engineer							
Recruiting Source	Phone #	Contact	Address	City	State	Zip	Email/Website
Minnesota Works Website	(651) 259-7500	Website	332 Minnesota Street, Suite E200	St. Paul	MN	55101	minnesotaworks.net
KSMQ Website	507-460-8785	Michele Hoepfer	107 West Oakland Ave.	Austin	MN	55912	ksmq.org
Austin Daily Herald	205-280-5667 Ext: 513	Viridiana Romero	310 2nd St. NE	Austin	MN	55912	austindailyherald.com

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

Position	Recruitment Source for Hire
Digital Content Producer	Indeed
Television Producer	Austin Daily Herald

Position	Recruitment Source for Hire
Master Control	Word of Mouth
Engineer	Word of Mouth

4. Total Number of Persons Interviewed by Each Recruitment Source

Position / Recruitment Source	Number Interviewed
Digital Content Producer and Television Producer (candidates were interviewed for both positions at the same time to determine the best fit)	11
KSMQ Website	
KSMQ Facebook Page	3
Indeed	5
Zip Recruiter	2
Minnesota Works Website	
Austin Daily Herald	1
Rochester Post Bulletin	
CPB Website	

Handshake	
Workforce Center	
College Central	

Position / Recruitment Source	Number Interviewed
Master Control	
KSMQ Website	4
Engineer	
Word of Mouth	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 2020-November 2022, KSMQ was operating under COVID guidelines and therefore was restricted from conducting in-person events through the summer of 2022.

Participation in events with educational institutions relating to career opportunities in broadcast

During this time, we partnered with Austin High School to have an intern work with one of our producers for several weeks.

KSMQ also conducted a tour of high school age students interested in pursuing a career in broadcast television.

Frozen Film Festival: We once again partnered with the Frozen River Film Festival in Winona. We chose one of the films shown during the festival to air on our station. Singing Kindness was the name of the film.

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. This was titled Harassment and Diversity Training and was provided to all employees, managers, and sub-contractors.

Employees are encouraged to seek out trainings that the station could provide to them to enrich their leadership skills and improve their job skills to help them achieve promotions.