

**KSMQ Public Service Media Inc.
Annual EEO Public File Report
November 22, 2008 – November 21, 2009**

This report covers the employment unit consisting of KSMQ (TV), Austin Minnesota. It includes a list of all full-time vacancies filled by the employment unit during the preceding year, identified by job title; for each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification, which are separately identified), identified by name, address, contact person and telephone number; the recruitment source that referred the hired for each full-time vacancy during the preceding year; 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; and a list and brief description of recruitment initiatives undertaken during the preceding year.

RECRUITMENT REPORT

KSMQ is an equal opportunity employer and is dedicated to providing broad outreach regarding job vacancies. We seek the help of local organizations in referring qualified applicants to our station; therefore organizations that wish to receive our vacancy information should contact the Human Resources Department at KSMQ by calling (507) 433-0678.

KSMQ posted and filled the following full-time vacancies from November 22, 2008 through November 22, 2009. For purposes of this Report, a position was deemed filled when the hired started work.

Position	Hire Date	Recruitment Sources *	Number interviewed	Hiring Source
Corporate Underwriting Representative	06/01/09	A, B,H, F,G,C,K,D,E		C
Communications Public Relations Coordinator	4/14/09	A, B, H,I		B

*Recruitment source codes of Contact Organizations, (See last page in this document.)

RECRUITMENT INITIATIVES

1. INTERNSHIP PROGRAM

KSMQ provides unpaid internships to Junior and senior level college students in areas of Web Development, Information Technology, Community Relations, Digital Media Production, TV Production, and Educational Resources, both during the school year and the summer. We strive to provide a top multimedia internship program for this region and to ensure that every intern has a positive experience with meaningful activities and tasks that are relevant and real. In addition, we may provide a volunteer experience to enthusiastic, ambitious and mature college freshmen and sophomores. In order to seek qualified candidates for internships, KSMQ lists yearlong postings available for students to apply on the KSMQ website at www.ksmq.org as well as sending announcements to educational institutions listed on the recruiting sources listed. During the past year we have had 1 intern.

2. PARTICIPATION IN JOB FAIRS

During this reporting period KSMQ has been represented at two job fairs:

- (1) Three Production, Program, and Outreach personal represented KSMQ at a Job Fair and Volunteers Fair on April 22, 2009 at Riverland Community and Technical College in Austin MN.

- (2) Pat Stumme, Education/Outreach Manager represented KSMQ at a Job and Career fair initiative at the MN AEYC annual Conference on February 6-7, 2009 at University Avenue Saint Paul, MN.

3. LISTING EACH UPPER-MANAGEMENT LEVEL OPENING IN A JOB BANK OR NEWSLETTER OF A MEDIA TRADE GROUP WITH A BROAD BASED MEMBERSHIP, INCLUDING THE PARTICIPATION OF WOMEN AND MINORITIES.

During the period 11/22/08-11/21/09 KSMQ has posted all upper management level openings to the job bank of the Minnesota Association of Broadcasters.

