

**KSMQ Public Service Media, Inc. – KSMQ TV, Austin, Minnesota Annual Public File –
FCC EEO Report December 1, 2023 – November 29, 2024**

Diversity Policy Statement

Diversity and inclusiveness throughout KSMQ Public Television are important for the success of our organization. We are stronger, more credible, and more effective when our board of directors, regional advisory committee, management, and staff include qualified individuals with backgrounds, cultures and traditions that are varied and reflect our region’s diversity.

We are committed to fostering an environment where all staff, volunteers and members of the public are treated with respect, dignity, and equality. Our diversity policy is designed to support our mission of providing high-quality public television programming and services that both reflect the diversity of our viewing area and amplify the voices of marginalized and underserved groups.

1. Full-Time Vacancies

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

Position	Employment Status
Chief Engineer	Full Time
Station Manager	Full Time
Television Producer	Full Time

2. 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.

- KSMQ Website

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 of Applications	Number of Interviews
Chief Engineer	KSMQ Website	2	1
	KSMQ LinkedIn Profile		
	Indeed.com	2	2
	CPB Website		
Station Manager	KSMQ Website	1	1
	KSMQ LinkedIn Profile	2	2
	Indeed.com	9	
	CPB Website	1	1
Television Producer	KSMQ Website	8	
	KSMQ LinkedIn Profile		
	Indeed.com	9	1
	CPB Website		

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 two long-term recruitment initiatives every two-year reporting period as outlined by the FCC.

1. Establishing an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

During the reporting period, KSMQ worked with Workforce Development and Riverland Community College to identify internship opportunities within the station. In fall 2024, KSMQ partnered with students and faculty from Rochester Community and Technical College to produce a segment for R-Town. This student-led initiative aims to help community members develop skills needed for careers in broadcasting.

2. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

KSMQ is committed to ongoing staff development and training. Staff participated in trainings and mentoring programs provided by PBS & NETA to enrich leadership skills and improve job skills to help with promotional opportunities inside the station. In addition, ongoing talent & skill development training opportunities through NETA, PBS, and CPB were also offered throughout the year.

3. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

KSMQ provided harassment & bias prevention training for all staff & management through Everfi. Managers review employment and interview questions prior to hiring to comply with EEO.

4. During the reporting year, the Station conducted several tours & learning sessions of the broadcast center with service organizations, community members, & local high school & college students interested in pursuing a career in broadcast television.