

## Annual EEO Public File Report Form

KAUS AM / FM

### Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. 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 \_\_\_\_\_ October 1, 2007 \_\_\_\_\_ to and including \_\_\_ September 30, 2007 \_\_\_ (the “Applicable Period”).

The FCC’s 2002 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 new 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.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.



Appendix 1 to  
 Annual EEO Public File Report Form  
 10/1/06- 9/30/07  
 KAUS AM/FM

Section 1: Vacancy Information

|    | <b>Full-time Positions Filled<br/>By Job Title</b> | <b>Recruitment Source of<br/>Hiree</b> | <b>Total Number of<br/>Interviewees from All<br/>Sources for This<br/>Position</b> |
|----|--|--|--|
| 1  | Interactive Media Director                         | Referral                               | 3  |
| 2  | Director of Sales                                  | Website                                | 4  |
| 3  | Continuity Director                                | Brown College                          | 19   |
| 4  | Account Manager                                    | Website                                | 6  |
| 5  | Account Manager                                    | Referral                               | 2  |
| 6  | Account Manager                                    | Website                                | 2  |
| 7  | Sports Director                                    | Refferal                               | 5  |
| 8  |  |  |  |
| 9  |  |  |  |
| 10 |  |  |  |

Total Number of Persons Interviewed During Applicable Period: 41

## Appendix 2 to

## Annual EEO Public File Report Form

Covering the Period from October 1, 2006 to September 30, 2007

Station(s) Comprising Station Employment Unit: KAUS Am &amp; FM

## Section 2: Recruitment Source Information

|    | <b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>  | <b>Interviewees This Source Has Provided During This Period (if any)</b> | <b>Positions for Which This Source Was Utilized</b> |
|----|--|--|---|
| 1  | <b>KAUS Radio, Bob Mithuen</b><br>18431 State Highway 105<br>Austin, MN 55912 437-1480   | 2  | 2   |
| 2  | <b>Austin Daily Herald, Kevin True</b><br>310 2nd St NE<br>Austin MN. 55912 433-8851   | 2  | 2   |
| 3  | <b>Mower County Shopper, Julia Thompson</b><br>3405 Oakland Ave W.<br>Austin, MN 55912 437-1480  | 0  | 0   |
| 4  | <b>Riverland Community College, Tricia Whalen</b><br>1900 8th Ave NW<br>Austin, MN. 55912 433-0600   | 0  | 0   |
| 5  | <b>Workforce Center, Diane Nagel</b><br>202 4th Ave NE<br>Austin, MN 55912 433-0555  | 0  | 0   |
| 6  | <b>Albert Lea Tribune, Christine Moser</b><br>808 West Front St<br>Albert Lea, MN 56007 373-1411   | 0  | 0   |
| 7  | <b>Austin Post Bulletin, Sara Iverson</b><br>201 Main Street South<br>Austin MN, 55912 434-7340  | 0  | 0   |
| 8  | <b>Minnesota Broadcasters Association, Michelle</b><br>3033 Excelsior Blvd Suite STE103<br>Minneapolis, MN 55416 612-926-8123                      | 0  | 0   |
| 9  | <b>Brown College Carol Baumeister</b><br>1440 Northland Drive<br>Mendota Heights MN 55120  | 19   | 2   |
| 10 | <b>Employee Referrals</b>  | 2  | 2   |
| 11 | <b>Three Eagles Communications Inc</b><br><a href="http://www.threeeagles.com">www.threeeagles.com</a><br>3800 Cornhusker Hwy<br>Lincoln NE, 68504 | 5  | 3   |
|    | <b>TOTALS</b>  | <b>30</b>  | <b>11</b>   |

\* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2006 to September 30, 2007

Station(s) Comprising Station Employment Unit: KAUS AM&FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by KAUS AM & FM

- **PARTICIPATE IN 4 EVENTS SPONSORED BY EDUCATIONAL INSTITUTION.**

03/20/07 Bob Mithuen Presented at the 2007 Career fair for the Austin Public School District The number attending the Radio industry curriculum was 54 Students that had an interest in Business Management, Sales, and on-air broadcasting

10/30/06 KAUS Radio gave the Ellis Middle School their own radio show that was produced written and directed by the 7<sup>th</sup> grade communication class.

KAUS Radio produces a weekly radio show for the Austin Public Schools and Community Education. This show is hosted by the Superintendent and often includes kids from various grade levels the opportunity to speak on the radio about the academic and athletic curriculums in their schools.

05/2007 Bob Mithuen participated in the Strategic planning group for the Austin Public schools dist 492. The purpose of this group and KAUS involvement was to develop a traditional and non-traditional communication plan that would engage area residents in the direction of the schools curriculum, special needs and ethnic diversity.

- **GENERAL OUTREACH EFFORTS.**

Radio Employment advertisement, inviting their organization to be on our employment list to be notified of job opportunities that are available.

KAUS radio as a member of the Minnesota Broadcasters Association help to broadcast and provide scholarship information to area students.

On June 13, 2007 Bob Mithuen spoke at the Small business leadership program between the business community and Riverland Community College. This presentation included opportunities available in radio broadcasting as well as

how KAUS Radio services the needs of listeners and advertisers in the Southern Minnesota Region

September 13, 2007 Greg Arends conducted a Job Fair and Spoke to the Graduating class of Brown College about jobs in small market radio in the field of Marketing and on air broadcasting.

- **ESTABLISH AN EMPLOYEE TRAINING PROGRAM TO ALLOW THEM TO ACQUIRE HIGHER SKILLS FOR ADVANCEMENT**

Our company has established the Three Eagle Sales Institute which develops sales skills and prepares them for the Radio Advertising Bureau Certified Radio Market Consultants course that is recognized as the industry standard in sales this also prepares them for advancement into management.

KAUS Radio with members of Three Eagles Communications conducts regional training for On-air announcers and Sales professionals.

KAUS Radio as part of Three Eagles Communication Inc Continued efforts to provide on-going training enrolled each of it's associates into the Chis Lytle ATM (Automatic Training Machine) Web Based Training Course located at [www.max-atm.com](http://www.max-atm.com)