

EEO PUBLIC FILE REPORT
November 21, 2008 through November 20, 2009
Paradis Broadcasting of Alexandria Inc.

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This report was prepared by Brett Paradis, President/GM of Paradis Broadcasting, and covers the following radio stations, all located in Alexandria MN:

KXRA-AM

KXRA-FM

KXRZ-FM

Preparer's Signature: _____

Preparer's Telephone: _____

Date Prepared: _____

A. Following is list of all full-time vacancies filled during dates shown above:

	<u>Job Title</u>	<u>Date Opened</u>	<u>Date Filled</u>	<u>Referral Source for Hiree</u>
1.	Sales Rep	7/21/09	8/10/09	Echo Press Newspaper

The following is a list of recruitment sources used in the search for all positions filled.

PRONG II SOURCES:

Alexandria Technical College
1610 Jefferson Street
Alexandria MN 56308
Dennis Thompson/Stephanie Anderson
stepho@alextech.edu
320-762-0221

U of M-Morris Career Center
600 E. 4th Street
Morris MN 56267
Irene Maloney 320-589-6065
career@mrs.umn.edu

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Brown College
1440 Northland Dr
Mendota Heights MN 55120
Karol Baumeister 651-905-3499
kbaumeister@browncollege.edu

Alexandria Business & Professional Women's Assoc.
C/O Patty Wicken
3675 Lake Taylor Rd NW
Alexandria MN 56308
320-763-5214

MN Broadcaster's Assoc. Website & Job Bank
3033 Excelsior Blvd, Suite 301
Minneapolis MN 55416
Jim duBois 800-245-5838

PRONG I SOURCES:

Minnesota Work Force Center & Job Bank
701 Broadway St. Suite 101
Alexandria MN 56308
www.mnworks.org

Echo-Press Newspapers
225 7th Ave E.
Alexandria Mn 56308
Greg Eigen 320-763-3133

KXRA/KX92/Z99 On-Air Ads/Website
1312 Broadway St
Alexandria MN 56308
Brett Paradis 320-763-3131

Regionalhelpwanted.com
(St. Cloud area job-seeker website)

B. There were a total of 55 resumes/applications received, and a total of 15 people interviewed for the full-time vacancy.

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C. <u>Recruitment Sources</u>	<u># of Actual Interviewees</u>
Alexandria Technical College	One
U of M-Morris	One
Brown College	Zero
Alexandria BPW	Zero
Minnesota Broadcasters Assoc.	One
MN Work Force Center	Three
Echo Press Newspaper Ads	Three
KXRA/KX92/Z99 On-air Ads/Website	Five
KXRA Employee Referrals	Zero
Regionalhelpwanted.com	One

D. This station employment unit also engaged in the following supplemental initiatives:

February 11, 2009

Our stations co-sponsored the fifth annual Greater Alexandria Area Job Fair, held at the Alexandria Technical College. This event was not just for college students, but rather was intended to be a showcase of job opportunities available, and the event was open to the public. It was a huge success, with hundreds of people attending and every bit of space filled up with business booths. Station General Manager Brett Paradis served on the committee and attended meetings. Also, the following Department Heads worked our booth at the Job Fair: GM Brett Paradis, Sales Manager Bruce McKirdy, KX92 PD Michael Right, and KXRA PD Lonnie Wing, and Z99 PD Tom-E-Lee. In addition, our stations aired some \$3,000.00 worth of airtime to promote the event, and also provided news stories and interviews with the leaders involved.

July 21, 2009

Listed the fulltime opening for a Sales Representative on websites at the Minnesota Workforce Center, the Minnesota Broadcasters Association, U of M-Morris, Alexandria Technical College, and Brown College, along with the KXRA Radio website.

September 30, 2009

We cooperated with the Second Year Sales & Marketing Program at Alexandria Technical College, as we hosted one student for a “business to business” ride-along. Our General Manager and our Sales Manager met with the student, and then that student spent the day working alongside one of our veteran sales representatives. The student participated in client meetings, discussions, presentations, brainstorming activities, filling out paperwork, etc.