

KSMQ Public Service Media, Inc. – KSMQ TV, Austin MN

Public File – Annual FCC EEO Report

December 1, 2024 – November 30, 2025

1. Full-Time Vacancies

Position	Employment Status
Television Producer	Full-Time
Multimedia Producer	Full-Time
Underwriting and Sponsorship Manager	Full-Time

2. Recruitment Sources Utilized for each Search

Television Producer							
Source	Phone #	Contact	Address	City	State	Zip	Email/Website
KSMQ Website	(507) 481-2095	Michael Bednar	107 W Oakland Ave	Austin	MN	55912	www.ksmq.org/jobs
Indeed	N/A	Website	6433 Champion Grandview Way Building 1	Austin	TX	78750	www.indeed.com
CPB	N/A	Website	401 9 th Street NW	Washington	DC	20004	Cpb.org/jobline
NETA	N/A	Cynthia Dobek	939 South Stadium Road	Columbia	SC	29201	Netaonline.org/careers-public-media
Multimedia Producer							
Source	Phone #	Contact	Address	City	State	Zip	Email/Website
KSMQ Website	(507) 481-2095	Michael Bednar	107 W Oakland Ave	Austin	MN	55912	www.ksmq.org/jobs
LinkedIn	N/A	Website	1000 W Maude Ave	Sunnyvale	CA	94085	www.linkedin.com
Indeed	N/A	Website	6433 Champion Grandview Way Building 1	Austin	TX	78750	www.indeed.com
CPB	N/A	Website	401 9 th Street NW	Washington	DC	20004	Cpb.org/jobline
NETA	(803) 799-5517	Cynthia Dobek	939 South Stadium Road	Columbia	SC	29201	Netaonline.org/careers-public-media

Underwriting and Sponsorship Manager							
KSMQ Website	(507) 481-2095	Michael Bednar	107 W Oakland Ave	Austin	MN	55912	www.ksmq.org/jobs
LinkedIn	N/A	Website	1000 W Maude Ave	Sunnyvale	CA	94085	www.linkedin.com
Indeed	N/A	Website	6433 Champion Grandview Way Building 1	Austin	TX	78750	www.indeed.com
CPB	N/A	Website	401 9 th Street NW	Washington	DC	20004	CPB.org/jobline

3. Recruitment Sources that Referred Hired for Each Full-Time Position Search

Television Producer – Indeed

Multimedia Producer – KSMQ Website

Underwriting and Sponsorship Manager – KSMQ Website

4. Total Number of Persons Interviewed by Each Recruitment Source

Television Producer	
Recruitment Source	Interviews
KSMQ Website	2
Indeed	3
CPB	
NETA	
Total Interviews	5

Multimedia Producer	
Recruitment Source	Interviews
KSMQ Website	1
LinkedIn	
Indeed	2
CPB	
NETA	
Total Interviews	3

Underwriting and Sponsorship Manager	
Recruitment Source	Interviews
KSMQ Website	1
LinkedIn	1
Indeed	1
CPB	
NETA	
Total Interviews	3

5. Prong 3 Long-Term Recruitment Initiatives

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 Southland Public Schools to provide an internship within the station, with one student meeting with the KSMQ Production team multiple times over the Fall of 2025 learning skills for use in making a long-form documentary.

In Spring 2025, KSMQ continued its partnership with Rochester Community and Technical College having students work with the R-Town production crew to produce a segment within the program. 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, CPB, and the Society of Broadcast Engineers were also offered throughout the year.