**KSMQ Public Service Media, Inc. – KSMQ TV,**

**Austin, Minnesota Annual Public File – FCC EEO Report**

**December 1, 2022 – November 30, 2023**

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.*

N/A – No job openings at the station over the past year.

1. **Recruitment Sources Utilized for Each Search**

*For each such vacancy, the recruitment sources utilized to fill the vacancy, identified by name, address, contact person, and telephone number.*

N/A

1. **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.*

N/A

1. **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.*

N/A

1. **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.

**(iv) Participation in events with educational institutions relating to career opportunities in broadcast**

1. In June, 2022, KSMQ partnered with an English language arts class at Austin High School, working with students on how to produce videos from concept to finished film. Students were also spent a day at the station learning how a broadcast television station operates and attended a mock filming of a production in the KSMQ studio, learning technical skills relating to broadcast television.

2. The station also 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.

**(v) establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

In Fall semester of 2022, KSMQ partnered with Austin High School to have an intern work with one of our producers learning technical skills relating to film production.

**(viii) Mentoring and training program for station personnel**

1. Provision of training to all personnel as to methods of ensuring equal employment opportunity and preventing discrimination in the workplace was provided through an online platform. This was titled Harassment and Diversity Training and was provided to all employees, managers, and sub-contractors.
2. Staff participated in trainings and mentoring programs provided by PBS & NETA to enrich their leadership skills and improve their job skills to help them achieve promotions. Several talent & skill development training opportunities through NETA, PBS, and CPB were offered throughout the year.