

Radio Fargo-Moorhead, Inc.

Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply with Section 73.2080(e) (6) of the FCC's 2002 EEO Rule. This EEO Public File Report is on behalf of the Station Employment Unit that is comprised of the following stations:

KQWB-FM, Breckenridge, MN (FIN: 64359)
KBVB-FM, Barnesville, MN (FIN: 37001)
KPFX-FM, Fargo, ND (FIN: 47310)
KLTA-FM, Moorhead, MN (FIN: 21191)
KQWB-AM, West Fargo, ND (FIN: 87146)
KDLB-FM, Frazee, MN (FIN: 49094)

The information contained in this EEO Public File Report covers the period from December 1, 2017 to, and including, November 30, 2018. The FCC's 2002 EEO Rule requires that this EEO Public File Report contain the following information:

1. A list of all full-time vacancies filed by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment sources utilized to fill the vacancy;
3. The recruitment source that referred the hire for each full-time vacancy;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by cash recruitment sources utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(e) (2) of the FCC Rules.

Appendices 1, 2 and 3 which follow provide the required information.

Originally placed in Public Files on December 1, 2018.

Radio Fargo-Moorhead, Inc.

Appendix 1

Radio Fargo-Moorhead, Inc.
Annual EEO Public File Report
Period Covered December, 2017 to November 30, 2018

Vacancy Information:

Full Time Positions By Job Title	Recruitment Source Hire	Total Number of Interviewees from all recruitment sources
Marketing Consultant (Fargo)	referral	3
On-air (Fargo)	referral	1
Marketing Consultant (Fargo)	Radio advertising	2
Sales Assistant	Radio Advertising	4
Marketing Consultant (Fargo)	On-Line Advertising	3
Marketing Consultant (Fargo)	Referral	5

Total number of Interviewees for all positions: 18

Appendix 2

Radio Fargo-Moorhead, Inc.
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 Period Covered December 1, 2017 to November 30, 2018

Recruitment Source Information

Recruitment Source	Total Number of Interviewees	Full Time Position This Source was Utilized For
Radio Fargo-Moorhead, Inc. Internship Program Rambo 2720 7 th Avenue South Fargo, ND 58103 (701) 237-4500		promotions
North Dakota State University Athletic Dept. posted with many schools & universities & on-line sports job sites Fargo, ND 58105	1	Program Positions
North Dakota Job Service – (Local Office) 1350 32 nd Street, SW Fargo, ND 58103 And Wahpeton, ND 58075 www.jobsnd.com (701) 239 7300		All Positions
The Forum (newspaper) 101 5 th Street North Fargo, ND 58102 www.in-fourm.com classified ads – (701)241-5500	1	All Positions
Station on Air Announcements: KLTA-FM, KBVB-FM, KPFX-FM, KQWB-FM, KQWB-AM Nancy Odney – (701)237-4500	5	All Positions
On-Line Advertisements www.fargojobs.com Nancy Odney-(701)237-4500	1	All Positions
On-Line Advertisements www.indeed.com Jessica Benson – (701)237-4500	7	All Positions
All Access.com 28955 Pacific Coast Highway Malibu, CA 90265 Contact: Joel Denver jdenver@allaccess.com		Program Positions

Referrals Radio Fargo-Moorhead, Inc. 2720 7 th Avenue South Fargo, ND 58103 (701) 237-4500	3	All Positions
Globe University Job Placement Office 2777 34 th Street South Moorhead, MN 56560 (218) 422-1000		Sales Positions
Station Walk In Radio Fargo-Moorhead, Inc. Resumes Nancy Odney (701) 237-4500		All Positions
Rasmussen College Job Placement Office 4012 19 th Avenue SW Fargo, ND 58103 (701) 277-3889		Sales Positions
Concordia College Job Placement Office 901 8 th Street South Moorhead, MN 56560 (218) 299-4000		Sales Positions
Minnesota State University Job Placement Office 1104 7 th Avenue South Moorhead, MN 56560 (218) 477-4000		Sales Positions
North Dakota State University Career Center 306 Ceres Hall Fargo, ND 58108 (701) 231-7111		All Positions
Tri-College Career & Internship Fair		All Positions
MSUM Spring Internship & Career Fair		All Positions

Total number of Interviewees for all positions: 18

No organizations have requested notification of all job openings. Thus, all of the sources listed above were selected by the Employment Unit

Appendix 3

Radio Fargo-Moorhead, Inc.
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Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Radio Fargo-Moorhead, Inc. licensee of the above referenced station, has and will continue to be an Equal Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach, including the following:

- 1) Internship Programs (73.2080(c) (2) (v)). The program is designed to help college students acquire skills needed to obtain broadcast employment. Area colleges, including North Dakota State University, Concordia College, and Minnesota State University Moorhead, are notified of the opportunity to participate. Radio Fargo-Moorhead, Inc. also utilized their respective on-line websites to solicit for Interns. The interns are given the chance to explore various areas of broadcast and promotional employment.
- 2) Radio Station Building Tours (73.2080(c) (2) (xvi)). This program offers area schools and students, area day care facilities, Girl Scout Troops, Boy Scout Troops and Assisted Leaving Facilities the opportunity to tour the Stations' broadcast facilities and talk to on-air staff to learn about the broadcast industry. Area listeners have used this as an opportunity to learn more about careers in broadcasting, to meet on air personalities at the stations and to earn their Media Badge. We have opened our conference room for the autism center & girl scouts to hold meetings.
- 3) Career Days Outreach (73.2080(c) (2) (IV)). The program is designed to help area students to understand the skills needed to obtain broadcast employment. The career days were held throughout the school year and involve station employees visiting local area high schools and universities and participating in question and answer sessions to help students understanding the issues surrounding employment in the broadcast industry.
- 4) Radio Fargo-Moorhead, Inc. Job Fair (73.2080(c)(2)(i)). Radio Fargo Moorhead sponsored and organized local job fairs. Various Employees from the programming, sales and promotions department attended the Radio Fargo-Moorhead, Inc. Job Fairs called "Hired" at the Ramada Inn & Suites in January 2018 & August 2018. The station employees attended the Job Fair to solicit for on-air talents, sales positions and promotions at the stations and to accept resumes from interested applicants.

- 5) Live Audience Fridays. KLTA-FM invites 10 to 12 new people every Friday to tour our facility and sit in on the morning show to see how radio operates and give them a broadcast experience.

- 6) North Dakota State University Athletic Department. As the new voice of NDSU Athletics we are working with the Athletic Department to develop play by play announcers and board operators for sports broadcasting.