

EEO Public File Report

Group: KSJB/KSJZ Stations: KSJB-AM, KSJZ-FM					
A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summar Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.					
A. Job Vacancies Filled Between 2017-12-01 and 2018-11-30					
1. Job Title: Full-time Midday announcer (J027393)			Date Submitted: 2018-10-16		Date Filled: 2018-11-21
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy					
1. Job Title: Full-time Midday announcer				Date Filled: 2018-11-21	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Alfred Dickey Public Library	Daphne Drewello	105 Third Avenue Southeast PO Box 2140 Jamestown, ND 58402	701-252-2990	NO	NO
All Access Radio	Joel Denver	28955 Pacific Coast Highway SUite 210 Malibu, CA 90265	310-457-6616	NO	NO
American Association of University Women-Jamestown Branch	Patsy Klose	4275 81st Avenue, Southeast Jamestown, ND 58201	701-252-3983	NO	NO
American Legion Auxiliary	Myrna Ronholm	300 2nd Avenue, NE-Suite 201 PO Box 1060 Jamestown, ND 58402	701-253-5992	NO	NO
Bureau of Indian Affairs-Fort Totten Agency	Roderick Cavanaugh	816 Third Avenue, North PO Box 270 Fort Totten, ND 58335	701-766-4545	NO	NO
Bureau of Indian Affairs-Sisseton Agency	Russell Hawkins	Veterams Memorial Drive PO Box 688 Agency Village, SD 57262	605-698-3001	NO	NO
Bureau of Indian Affairs-Standing Rock Agency	Howard Bemer	Building 194-Proposal Avenue PO Box E Fort Yates, ND 58538	701-854-3433	NO	NO
College-Jamestown College-Mass Media and Communications	Steve Listopad	Student Media Center 6000 College Lane Jamestown, ND 58405	701-252-3467	NO	NO
College-Jamestown College-Mass Media and Communications	Steve Listopad	Student Media Center 6000 College Lane Jamestown, ND 58405	701-252-3467	NO	NO
College-Lakes Region State College	Sandra Lillehaugen	1801 North College Drive Devils Lake, ND 58301	701-662-1586	NO	NO
College-Northland Community and Technical College-East Grand Forks Campu	Pam Schorsch	2202 Central Avenue, NE East Grand Forks, MN 56721	218-773-4646	NO	NO

EEO Public File Report

College-United Tribes Technical College	Greg Sturm	3315 University Drive Bismark, ND 58504	701-255-3285	NO	NO
Division of Juvenile Services	Lisa Bjergaard	Jamestown Mall Suite 215 Jamestown, ND 58401	701-251-1707	NO	NO
Express Personnel Services	Melissa Greenberg	2650 32nd Ave. S Suite K Grand Forks, ND 58201	701-787-5655	NO	NO
Goodwill Industries of Central Arizona Career Center in Chandler	Victor Carbajal	Alma School and Ray Roads Chandler, AZ 58224	602-535-4444	NO	NO
HAV-IT Services	Tim Huseth	409 West Brewster Street Harvey, ND 58341	701-324-4636	NO	NO
Hillsboro Kiwanis Club	Randy Habeck	13 North Main Street Hillsboro, ND 58056	701-636-5231	NO	NO
Jamestown Christian Women's Club-North Dakota Family Alliance	Arva-Dell Tahrn	3814 Fourth Avenue, Northwest Jamestown, ND 58401	701-251-1202	NO	NO
Jamestown Sertoma Club	Jerry Vail	PO Box 1391 Jamestown, ND 58402	701-252-7849	NO	NO
Jamestown Sun Newspaper and North Dakota Statewide Newspaper Network	Shaila Tahrn	122 Second Street, Northwest Jamestown , ND 58401	701-252-3120	NO	NO
Jamestown-Stutsman Development Corporation-Job Alert Online	Connie Ova	102 Second Street, Southeast Jamestown, ND 58401	701-252-6861	NO	NO
Job Service	Darlene Carlson	301 South College Drive Devils Lake, ND 58301	701-662-9300	NO	NO
Job Service		429 2nd Street Southwest Jamestown, ND 58401	701-253-6200	NO	NO
Job Service		517 Main Avenue Oakes, ND 58474	701-742-2546	NO	NO
Job Service		PO Box 472 Fort Yates, ND 58538	701-854-7463	NO	NO
JOB SERVICE	MARILYN	119 9th ST W. HARVEY, ND 58341	701-324-4552x	NO	NO
JOB SERVICE	JOB PLACEMENT	1501 28th AVE S. GRAND FORKS, ND 58201	701-795-3701x	NO	NO
JOB SERVICE OF ND/JOB PLACEMENT DIV.	DWAYNE BURGUSEN	P.O. BOX 5507 BISMARCK, ND 58506	701-328-4894x	NO	NO

EEO Public File Report

KSJB-KSJZ Radio Advertising-On-Line, One-Air, Internal Posting	Patrick R. Pfeiffer	2400 Eight Avenue, Southwest Jamestown, ND 58401	701-252-3570	YES	NO
LAKE REGION HUMAN SVC. CENTER		HIGHWAY 2 WEST DEVILS LAKE, ND 58301	701-665-2200x	NO	NO
Lion's Club of Jamestown	Curt Smith	103 1 Avenue South Jamestown , ND 58401	701-252-2270	NO	NO
LUTHERAN SOCIAL SERVICES OF NORTH DAKOTA	MR. BARRY NELSON	P.O. BOX 389 1325 SOUTH 11 STREET FARGO, ND 58107	701-235-7341x	NO	NO
LUTHERAN SOCIAL SVC	JOB PLACEMENT	412 DEMERS AVE GRAND FORKS, ND 58201	701-772-7577x	NO	NO
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Boulevard Suite 440 Minneapolis, MN 55416	612-926-8123	NO	NO
Montana Broadcasters Association Job Bank	Dewey Bruce	18 Ruby Mountain Road Clancy, MT 59634	406-244-4622	NO	NO
Motivational Education Training	Miquel Cantu	2612 1/2 Gateway Drive Grand Forks, ND 58203	701-787-0621	NO	NO
National Association of Broadcasters	Michelle Duke	1771 N Street, NW Suite 708 Washington, DC 20036	404-429-5300	NO	NO
North Dakota Department of Human Services of Barnes County	Heather M. Pautz, LSW	230 Fourth Street Northwest Room 103 Valley City, ND 58072	701-845-8521	NO	NO
North Dakota Department of Human Services-Emmons County	Michelle Masset	100 Northwest Fourth Street PO Box 726 Linton, ND 58552	701-254-4502	NO	NO
North Dakota Department of Human Services-Grand Forks County	Ed Christ	151 South Fourth Street Suite 5196 Grand Forks, ND 58201	701-787-8535	NO	NO
North Dakota Department of Human Services-Logan County	Maria Regner	301 Broadway Napoleon, ND 58561	701-754-2283	NO	NO
North Dakota Department of Human Services-McIntosh County	DeLoris Rudolph	112 Northeast First Street PO Box 218 Ashley, ND 58413	701-288-3343	NO	NO
North Dakota Department of Human Services-Ramsey County	Rhonda R. Allery	524 Fourth Avenue Northeast Suite 19 Devils Lake, ND 58301	701-662-7095	NO	NO
North Dakota Department of Human Services-Sargent County	Sandra Hanson	355 Main Street South Suite 7 Forman, ND 58032	701-724-3323	NO	NO
North Dakota Department of Human Services-Sioux County	David MixManager	303 Second Avenue PO Box B Fort Yates, ND 58538	701-854-3821	NO	NO

EEO Public File Report

North Dakota Department of Human Services-Slope County	Shonda Schwartz	215 East Second Street PO Box 440 McClusky, ND 58463	701-636-2281	NO	NO
North Dakota Department of Human Services-Traill County	Kim Jacobson	114 West Caledonia Avenue PO Box 190 Hillsboro, ND 58045	701-636-5220	NO	NO
North Dakota Jaycees of Jamestown	Connie Olson	Box 1521 Jamestown, ND 58401	701-390-4994	NO	NO
North Dakota Job Service	Keith Reitmeier	1501 28th Avenue, South Grand Forks, ND 58201	701-795-3700	NO	NO
NORTHEAST HUMAN SVC. CENTER		1407 24TH AVENUE SOUTH SUITE 108 GRAND FORKS, ND 58201	701-795-3000x	NO	NO
Optimist Club of Jamestown	Rick Mangnall	1010 Thomas Avenue Jamestown, ND 58401	701-952-7468	NO	NO
Options Interstate Resources Center for Independent Living		318 3rd Street, NW East Grand Forks, MN 56721	218-773-6100	NO	NO
Radio Consulting Services	John Holiday(Sherwill)	20852 East Princeton Place Aurora, CO 80013	303-690-9093	NO	NO
Radio Goup 20	Darrel Solberg	6904 Sagamore Circle Sioux Falls, SD 57106	605-361-9923	NO	NO
Salvation Army-Montana in Jamestown	Robert and Nancy Thomson	320 First Avenue North PO Box 221 Jamestown, ND 58401	701-252-0290	NO	NO
Salvation Army-North Dakota-Grand Forks Service Center	Majors Jon and Linda Fjellman	1600 University Avenue Grand Forks, ND 58203	701-775-2597	NO	NO
Salvation Army-North Dakota-Service Extension Eastern Field in Lakota	Brian Skaar	10308 41st Street Northeast Lakota, ND 58344	701-247-2875	NO	NO
Salvation Army-North Dakota-Service Extension in Dickinson	Cheryl Bjork	705 15th Avenue Southeast Dickinson, ND 58301	701-225-0373	NO	NO
South Central Human Services Center	Richard Richter	520 Third Street NW Box 2055 Jamestown,, ND 58402	701-253-6300	NO	NO
South Dakota Broadcasters Association	Steve Willard	106 West Capitol Avenue PO Box 1037 Pierre, SD 57501	605-224-1034	NO	NO
Spirit Lake Nation Vocational Rehabilitation Program	Martina Kazena	PO Box 519 Fort Totten, ND 58335	701-766-1300	NO	NO
T.E.R.O.-Sisseton-Whapeton Dakota, South Dakota	Del Ray German	P.O. Box 509 Agency Village, SD 57262	605-698-3549	NO	NO

EEO Public File Report

T.E.R.O.of Spirit Lake Sioux, North Dakota	Gerald Thompson	P.O. Box 450 Fort Totten, ND 58335	701-766-4707	NO	NO
The Arts Center	Cyndi Wish	115 2nd Street Southwest PO Box 363 Jamestown , ND 58401	701-251-2496	NO	NO
University of North Dakota	Sharon Hensrud	School of Communication O'Kelly Hall 202 P.O. Box 7169 Grand Forks, ND 58202	701- 777-2159	NO	NO
University of North Dakota	Mark Thompson	Box 9014, Room 280, McCannel Hall Grand Forks, ND 58202	701-777-3904	NO	NO
University of Wisconsin-TV and Radio Media Department	Randall Davidson	800 Algoma Boulevard Oshkosh, WI 54901	920-424-3134	NO	NO
University-Valley City State University	Kari Bodine	101 College Street SW Valley City, ND 58072	701-845-7543	NO	NO
Women's Way at Central Valley Health District	Deb Fischer	122 Second Street, Southwest PO Box 880 Jamestown, ND 58402	701-252-8130	NO	NO
Workforce Center	Pat Ueland	406 Third Street East Grand Forks, MN 56721	218-773-9841	NO	NO

Total Resources: 70

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2017-12-01 and 2018-11-30 (this will be a raw number):

3

D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2017-12-01 and 2018-11-30 Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
All Access Radio	Joel Denver	28955 Pacific Coast Highway SUite 210 Malibu, CA 90265	310-457-6616	2	
KSJB-KSJZ Radio Advertising-On-Line, One-Air, Internal Posting	Patrick R. Pfeiffer	2400 Eight Avenue, Southwest Jamestown, ND 58401	701-252-3570	1	

E. Outreach Activities:

Date	Other Outreach Activity	Description of Activity
01/12/2018	Organization outreach messages aired	153 commercials per station were scheduled from 1/16/18-2/5/18 encouraging community groups that distribute job notices to meembers to contact us if they would like to be placed on our list of groups that are contacted with job openings. The value of the schedule was \$2,830.50. Suggested text from FCC EEO Guidelines was used for the commercials. -Patrick R. Pfeiffer, VP/GM

EEO Public File Report

01/23/2018	Cultivated opportunity for High School Student	At the Tuesday, January 23 meeting of the Jamestown Rotary Club a guest student from Jamestown High School, Jordan Montgomery, introduced himself and mentioned his interest in speech and theater. He also mentioned his intention to attend our local college, University of Jamestown after high school. After the meeting, I asked Jordan if he might have any interest in working at the radio stations during his time at UJ given his interest in spoken communications. He said he might, so I am setting up a meeting for Jordan with our PD Pete Cato to see if we might be able to add Jordan as an intern and/or paid part-time announcer.
04/09/2018	Started Process of new Scholarship Creation	Today I emailed Tammy Mallowney, Honor Society Director at Jamestown High School regarding my desire to start a new \$500 Scholarship for the 2019 school year, to be awarded to a graduating Senior who has shown an interest in some form of communications studies. Ms. Mallowney replied that she had forwarded my email to the school Principal Mr. Goehner, who would get back to me to discuss arrangements. Patrick R. Pfeiffer, VP/GM
04/19/2018	Outreach to female High School Students	Today there was a story in the local paper about the local High School Speech team going to State competition. I noticed that 2 of the students: Sophomores Madelyn Reinarts and Ashlyn Schauer-were doing speech programs with the theme of "Radio Broadcasting." I called and spoke with the Coach of the Speech Team, Ms. Laura Weis and told her I had noticed the story about the students. I inquired if she felt these 2 students might have interest in anything from just touring the radio stations; to doing an internship of some kind; or even being considered for paid part-time announcing positions. I related to Ms. Weis that some of our very best part-time employees over the years have been High School Students. Ms. Weis sounded pretty positive and stated she would share my offer with these 2 students and get back to me. Patrick R. Pfeiffer, VP/GM
05/03/2018	Established new annual scholarship	Today at 3 p.m. I met with Elaine Heglund of the Jamestown Public School system. Ms. Heglund helped me with the paperwork to establish a new annual "Chesterman Communications Scholarship" of \$500 that will be awarded to a graduating senior effective with the 2019 school year; operating through our local "Dollars for Scholars" program. The Scholarship will go to a student who has expressed an interest in major in any form of communications studies at an accredited University or Technical school. The first award will take place May 2019 at the annual Dollars for Scholars award ceremony.
05/21/2018	Interviewed recent College Graduate	On Friday, May 18 I received a phone call from Nicole Bologna. Ms. Bologna stated she had been referred to me by a mutual acquaintance. She stated she had just graduated from the University of Jamestown in Mass Communications, and had an interest in knowing if there was any way she could become involved in our stations. We arranged an interview for Monday, May 21. We discussed some of Ms. Bologna's interests, gave her a tour and my programming team and I will try to find ways to extend Ms. Bologna any learning or paid opportunities we can come up with. In addition, I spoke to Jeremy Jorgenson, Spots Media Director at NDSU in Fargo regarding Ms. Bologna. He mentioned a paid internship they are trying to fill right now; and I arranged for Ms. Bologna to speak to Mr. Jorgenson about that opportunity.
06/19/2018	Greater Dakotas Job Fair	This year we created and hosted what will possibly become our first annual Greater Dakotas Job Fair, Tuesday June 19 at the Buffalo Mall in Jamestown. The event attracted 11 major employers and we heavily promoted it in on both stations, our web pages and social media. We also had a booth discussing careers in broadcasting and were accepting applications for sales, part-time announcers and traffic director. The event drew the interest of our local newspaper who interviewed vendors and ran a large story the following Saturday.
07/23/2018	Station tour for partially disabled individuals	Gave a brief tour of the station to the Alpha Opportunities Men's group. The gentlemen that attended the tour were Dustin (Group Leader) along with member, Phil & Cory. Tour was at 1:15pm. Phil, Cory &

EEO Public File Report

		Dustin got to say hi on air on KSJB-AM, check out MIX 93.3FM and also meet on air personalities, Pete Cato from KSJB-AM & MIX 93.3, Jarrett Stevens, John Elhard and Scott Shannon from KSJB-AM and Ben Griego from MIX 93.3 Jarrett Stevens Operations Manager
10/17/2018	Linton High School students given a tour	About 2-dozen students from Linton High School were given a requested tour today to check out the radio station and various departments and job fields in broadcasting. These were students from the Radio Broadcasting class from AM 1620 KLHS at Linton High School along with their instructor. -Patrick Pfeiffer, VP/GM