

## **2019 Annual EEO Public File Report**

### **Narrative Statement**

Radio Bismarck Mandan LLC as licensee of KXRV-FM and KKBO-FM in Bismarck North Dakota is committed to broad and inclusive outreach for hiring full time employees, affording equal employment opportunity to all qualified persons, and refraining from discrimination on the basis of race, color, national origin, gender, or religion.

Radio Bismarck Mandan LLC has developed a list of recruitment sources available for use upon the opening of a job position at the stations in order to widely disseminate information regarding job openings to the Radio Bismarck Mandan community.

As shown in the 2019 EEO Public File Report, Radio Bismarck Mandan has engaged in a variety of non-vacancy specific initiatives. Specifically during the past period, Radio Bismarck Mandan LLC participated in several forums, fairs, and events designed to educate people about careers in broadcasting.

Radio Bismarck Mandan intends to continue to review the results of its recruitment efforts and to update and supplement the list of recruitment sources as appropriate.



**KXRV (FM) & KKBO (FM)**

November 30, 2018 – December 30, 2019

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1.	Job Service North Dakota 1601 E. Century Avenue Bismarck, ND 58503 701-328-5000 Fax: 701-328-5051	Yes	2
2.	Bismarck Tribune 707 E. Front Avenue Bismarck, ND 58504 701-258-6900 Fax: 701-250-0195	Yes	6
3.	Bismarck State College 1500 Edwards Avenue Bismarck, ND 58501 701-224-5400 Fax: 701-224-5553	Yes	0
4.	University Of Mary 7500 University Drive Bismarck, ND 58504 701-255-7500 Fax: 701-255-7687	Yes	0
5.	North Dakota Broadcasters Association (website) <a href="http://www.ndba.org">http://www.ndba.org</a>	Yes	2
6.	AllAccess.com (website) <a href="http://www.allaccess.com">http://www.allaccess.com</a>	Yes	0
7.	United Tribes Technical College 3315 University Drive Bismarck, ND 58504 701-255-3285	Yes	0
8.	KKBO website advertisement <a href="http://www.bigrig1059.com">http://www.bigrig1059.com</a> KXRV website advertisement <a href="http://www.mojo1075.com">http://www.mojo1075.com</a>	Yes	0
	<b>Total Interviews over reporting period:</b>		<b>10</b>

**KXRV (FM) & KKBO (FM)**

November 30, 2018 – December 30, 2019

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Bismarck State College Job Fair	Management attended Job Fair 2/21/2019
2	Job Service Job Fair	Management attended Job Fair 3/21/2019
3	Bismarck State College Job Fair	Management attended Job Fair 10/16/2019
4		