

RP Broadcasting
2115 Washington Ave. SE.
Bemidji, MN 56601

Year 2023

EEO Public File Report for KKBJ AM, KKBJ FM & WBJI

We have accumulated relevant information for the past year. We have placed this completed EEO Public File Report in the Public Inspection File on the anniversary of the deadline for filing its license renewal application. The stations listed above are one employment unit.

A. Full-Time Vacancies Filled During the Past Year

1. Job Title: Sales Executive

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Source	Contact	Address	Tel #	Person Hired?
Ads on RP/PMI Stations	Mark Ricci	2115 Washington Ave. SE.	(218)751-7777	Yes
Zip Recruiter	Web Site	www. .ziprecruiter.com		No
Internship / Work-study	BSU	1500 Birchmont Drive NE, #40 Bemidji, MN 56601	(218) 755-3904	No
Connect To Careers	https://app.joinhandshake.com/employers/389240	https://www.handshake.com/		No
218 Together.com	Mark Ricci	2115 Washington Ave. SE.	(218)751-7777	No
Station Job Fair 4/27/2023	Mark Ricci	2115 Washington Ave. SE.	(218)751-7777	No

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year (This will be a raw number)

1

D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year, Per Recruitment/Referral Sources:

Source	Contact	Address	Tel #	# Interviewees
Ads on RP/PMI Stations	Mark Ricci	2115 Washington Ave. SE.	(218)751-7777	1
Zip Recruiter	Web Site	www. .ziprecruiter.com		3
Internship / Work-study	BSU	1500 Birchmont Drive NE, #40 Bemidji, MN 56601	(218) 755-3904	0
Connect To Careers	https://app.joinhandshake.com/employers/389240	https://www.handshake.com/		0
218 Together.com	Mark Ricci	2115 Washington Ave. SE.	(218)751-7777	0
Station Job Fair 4/27/2022	Mark Ricci	2115 Washington Ave. SE.	(218)751-7777	2

Outreach Activities: (See Attached)

Attached is a list and a brief description of all outreach activities performed during the past year.

**Outreach Activity Description Form for
KKBJ AM, KKBJ FM, and WBJI FM**

2023

Name of Activity: Internship Program

RP Broadcasting currently offers internship program(s) in association with Bemidji State University's (BSU) Integrated Media Department and Business Administration Department, as well as the University of Minnesota and other Community Colleges and Technical College programs in the region, BSU's Integrated Media Department trains students for careers in the field of radio, television, and journalism. The Business Admin Dept. teaches students about careers in the field of business. RP Broadcasting management has developed a professional relationship and internship program in both departments.

In 2023, RP Broadcasting provided an opportunity for two internships. Again only (1) intern filled this position but failed to show up for internship. Working with and experiencing many areas of the radio station, including announcing promotions and sales. Professors reviewed the RP Broadcastings Internship program from BSU's Integrated Media Department and Business Administration Department. They are satisfied with the program, training, and experience the students received.

Respectfully,

Mark Ricci
General Manager
RP Broadcasting

**Outreach Activity Description Form for
KKBJ AM, KKBJ FM and WBJI FM**

Year 2023 Name of Activity: Job Fair Attendance

In 2023 RP Broadcasting attended one local job fair in northern Minnesota. The only Job fair that we were able to attend was the Job Fair produced and coordinated by RP Broadcasting.

2023 Spring Job Fair

The Spring Job Fair was held on April 27th from 3:30 – 6:00 pm, with 32 area businesses participating with over 110 applicants looking for employment.

Businesses were also included on six radio station websites on our employment hotline page-

Employment Hotline link- <https://www.kkbj.com/index.php?page=jobs>

We have already booked a spring employment fair for late April 2024.

Respectfully,

Mark Ricci,
General Manager
RP Broadcasting

Outreach Activity Description Form for
KKBJ AM, KKBJ FM and WBJI FM

Year 2023

Name of Activity: Scholarship Programs

RP Broadcasting is an active member of Connect To Careers. They are partnering with all of the participating Minnesota State Universities. Each year our Internship positions are published on the Handshake interactive website.

Based on participation in the Minnesota Broadcast Association Scholarship program, RP Broadcasting, the employment units for WBJI FM and KKBJ AM & FM. Fulfill the outreach requirements for small market EEO compliance.

Respectfully,

Mark Ricci
General Manager
RP Broadcasting