

I3G Media, LLC

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:

KBMW-AM, Breckenridge, MN (FIN: 70500)

KBMW-FM, Breckenridge, MN (FIN: 10066)

The information contained in this EEO Public File Report covers the period from December 1, 2019 to, and including, November 30, 2020. 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.

This report was uploaded to the Stations' local public file on December 1, 2020 and the first amended report was uploaded to the Stations' local public file on April 8, 2021. This second amended report was uploaded to the public file on April 21, 2021.

Appendix 1

i3G Media, LLC

Annual EEO Public File Report

Period Covered December 1, 2019 to November 30, 2020

Vacancy Information:

Full Time Positions by Job Title	Recruitment Source Hire	Total Number of Interviewees from all Recruitment Sources
Sales Executive	Indeed	6
Sports Director	KBMW AM	1

Total Number of Interviewees for all positions 7

Appendix 2

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Period Covered December 1, 2019 to November 30, 2020

Recruitment Source Information:

Recruitment Source	Total # Of Interviewees	Full Time Position This Source was Utilized for
Station On Air Announcements	0	Sales Position
KBMW-AM, KBMW-FM	1	Sports Director
Bill Dablow (701) 642-8747		
Station Internal Posting - Walk In	1	Sales Position
i3G Media	0	Sports Director
Resumes		
Bill Dablow (701) 642-8747		
KBMWnews.com	0	Sales Position
	0	Sports Director
The Forum (newspaper)	0	Sales Position
101 5th Street N	0	Sports Director
Fargo, ND 58102		
www.in-forum.com		
classified ads - 701-241-5500		
Indeed.com	5	Sales Position
	0	Sports Director
Rasmussen College		
Job Placement Office	0	Sales Position
4012 19th Ave SW	0	Sports Director
Fargo, ND 58103		
(701) 277-3889		
Concordia College		
Job Placement Office	0	Sales Position
901 8th St S	0	Sports Director
Moorhead, MN 56560		
(218) 299-4000		
Minnesota State University		
Job Placement Office	0	Sales Position
1104 7th Ave S	0	Sports Director
Moorhead, MN 56560		
(218) 477-4000		
North Dakota Job Service - Local Office		
1350 32nd St SW - Fargo, ND 58103	0	Sales Position
And Wahpeton, ND 58075	0	Sports Director
www.jobsnd.com		
(701) 239-7300		
Linkedin.com	0	Sales Position
	0	Sports Director

Total number of Interviewees for all positions 7:

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

Appendix 3

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Period Covered December 1, 2019 to November 30, 2020

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

I3G Media, licensee of the above referenced station, has and will continue to be an Equal Opportunity Employer. The stations have participated in several activities during this year, but unfortunately, had to cancel or not engage in several activities this year as well:

- 1) Radio Station Building Tours This program offers area schools and students the opportunity to tour the Stations' broadcast facilities and talk to on-air staff to learn about the broadcast industry. Area Students have used this as an opportunity to learn more about careers in broadcasting and to meet on air personalities at the stations.
 - a. Wahpeton High School Students toured the station and recorded Christmas stories
 - i. December 3rd, 2019, and
 - ii. December 4th, 2019.
 - b. Other normally scheduled school tours did not occur in 2020 due to COVID-19.
- 2) Career Days Outreach The program is designed to help area students to understand the skills needed to obtain broadcast employment. The career days are 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.
 - a. Normally scheduled career days did not occur this year due to COVID-19.
- 3) Internship Program In September of 2020, we started a Live Stream Video Sports effort to bring our Sports programming to those who, due to Covid restrictions, could no longer attend sporting events. We recruited from area schools including North Dakota State College of Science and local high schools. We hired two high school students and provided them with a paid internship to run the video cameras and learn the systems to effectively stream our content including sporting events, area youth performances, graduations and more. The students' enthusiasm led to us adding a segment of programming that they host. They are learning to produce and promote their show and even have secured their own sponsors for marketing experience.

- a. Intern: Ashton B. (high school student) September 2020-present
 - b. Intern: Jack J. (high school student) September 2020-present
- 4) Career Development Initiatives for Employees (Establish training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions)
- a. I3G paid for an employee (Turner B.) to participate in the Radio Advertisers Bureau training to become a certified Radio Marketing Professional.