

Holland & Knight

800 17th Street N.W., Suite 1100 | Washington, DC 20006 | T 202.955.3000 | F 202.955.5564
Holland & Knight LLP | www.hklaw.com

Charles R. Naftalin
+1 202-457-7040
Charles.Naftalin@hklaw.com

April 26, 2021

Via E-Mail: Elizabeth.Goldin@fcc.gov

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
445 12th St., S.W.
Washington, DC 20554

Re: Response of Red River Broadcast Co., LLC,
Licensee of KNRR(TV), Pembina, North Dakota (Facility ID 55362) to
Random Equal Employment Opportunity Audit, DA 21-228 (February 25, 2021)

Dear Ms. Goldin:

On behalf of Red River Broadcast Co., LLC (“Red River”), the licensee of full-power satellite television station KNRR(TV), Pembina, North Dakota (Facility ID 55362) (“KNRR”), the following is the Response of Red River to the above-referenced equal employment opportunity (“EEO”) random audit of KNRR (the “Letter”). This Response is supported by the attached Declaration of Kathy M. Lau, the Chief Operating Officer of Red River.

Red River is the licensee of television station KVRR(TV), Fargo North Dakota (Facility ID No. 55372) (“KVRR”). Red River also is the licensee of three full-power satellite television stations which retransmit the signal of KVRR. Those three satellite stations are: KNRR, KJRR(TV), Jamestown, North Dakota Facility (Facility ID No. 55364) (“KJRR”); and KBRR(TV), Thief River Falls, Minnesota (Facility ID No. 55370) (“KBRR”). For purposes of this Response, the employment unit is: KVRR, KNRR, KJRR and KBRR (the “Unit”). The following provides Red River’s responses to the Letter for the Unit, such responses being indexed under the numbering of the Letter.

2(a)

The Unit has more than five full-time employees, as defined under Section 73.2080(e)(1) of the Commission’s rules (persons who are employed for 30 or more hours a week).

2(b)

(i) Attachment No. 1 to this Response contains copies of the Unit’s two most recent EEO Public File Reports. Those reports are for the two one-year time periods of December 1, 2018-December 1, 2019 and December 1, 2019-December 1, 2020 (collectively the “Two-Year Period”). Red River maintains the following website for the Unit: www.kvrr.com, which links to the online public inspection file for KVRR, including its EEO Public File Reports. The three satellite television stations of KNRR, KJRR and KBRR do not have websites separate from kvrr.com. The EEO Public File Reports are for all four stations. There are no employees which operate independently for the satellite stations of KNRR, KJRR and KBRR.

(ii) Attachment No. 2 to this Response contains copies of the Unit’s files showing the advertisements, bulletins, letters, faxes, e-mails or other communications announcing full-time job openings during the Two-Year Period. To protect their privacy, the names and addresses of the applicants have been redacted from the copies in Attachment No. 2. Red River will provide unredacted copies of those files to the Commission’s staff upon a proper request for them.

<u>2020</u>	<u>Number of Applicants</u>
Creative Services Producer	21
Multimedia Journalist	3
Social Media Coordinator	2

<u>2019</u> ¹	
Broadcast Engineer	39
Creative Services Director	9
Traffic Assistant	6
Multimedia Journalist	5
Multimedia Journalist	6
Weekend Sports Anchor	3
Photojournalist	3

<u>2018</u>	
Sports News Multimedia Journalist	32
Morning Technical Director	4
Account Executive	18

As the information in Attachment No. 2 details, the Unit filled thirteen full-time positions during the Two-Year Period. As shown in Attachment No. 2, the Unit routinely distributed job notices to more than 30 organizations from which applicants reasonably could be expected and also posted its job openings on the kvrr.com website. The organizations to which the Unit routinely sent job opening announcements included: commercial entities, such as Ziprecruiter, TVJobs.com, Job Bank, Medialine.com, and Indeed.com; broadcast professional organizations,

¹ The position of Social Media Producer is shown on the 2019-2020 EEO Public Inspection File Report. However, that position was advertised first in 2017, was never filled, and listed in that report erroneously.

such as the Minnesota Broadcasters Association and the North Dakota Broadcasters Association; and academic institutions, such as North Dakota State University, Colorado State University, University of Rochester and Minnesota State University Moorhead. Also as demonstrated in Attachment No. 2, the Unit regularly received a substantial flow of applicants for the job openings during the Two-Year Period, ranging from two to 39 applications for job postings, for an average of more than eight applications per opening. No recruitments source requested from the Unit that they be informed of all job openings.

(iii) The number of applicants, per advertised job opening, is reflected in the files shown in Attachment No. 2 and are listed above.

(iv) During the Two-Year Period, the Unit had between 34 to 37 full-time employees. Fargo, North Dakota has a population of less than 125,000 persons² and the Fargo Metropolitan Statistical Area (“MSA”) has a population of 246,145.³ That MSA population (less than 250,000) qualifies Fargo as a “smaller market” under Section 73.2080(e)(3) of the Commission’s rules. Pursuant to Section 73.2080(c)(2) of the Commission’s rules, Red River would be required to participate in at least two recruitment initiatives during each two-year period. Licensees in larger markets must participate in at least four recruitment initiatives each two-year period.

Red River described its recruitment initiatives in its EEO Public Inspection File Reports. As detailed in Attachment No. 2, the Unit participated in far more than four recruitment initiatives during the Two-Year Period, which is more than sufficient to satisfy requirements for larger markets. During the Two-Year Period, the Unit undertook many recruitment initiatives, including the following.

- Employee Training These initiatives, held in 2019 and 2020, included the following for Unit employees: intra-departmental and cross-departmental training; online webinars about elections, the future of local television; Minnesota Department of Transportation and State Police workshop on road conditions and safe driving; the economic impact of the Coronavirus; use of media during the Coronavirus; and station chief operator responsibilities.
- Management Training In 2019, the Unit held management training addressing various subjects including: FCC policies, political broadcasting, EEO and human resources.
- News Director The KVRR News Director professionally participated numerous live recruitment activities, including at: North Dakota State University and the Minnesota State university Moorhead.
- Chief Meteorologist The KVRR Chief Meteorologist professionally made numerous speaking appearances, including at: Lions Club, Moorhead; Glyndon Elementary School 1st Grade; and the Northern Cass Middle School.

² See Wikipedia, https://en.wikipedia.org/wiki/Fargo,_North_Dakota#cite_ref-6 (accessed April 6, 2021).

³ See https://www.citypopulation.de/en/usa/metro/22020_fargo/ (accessed April, 9 2021)

- Internships The Unit provided four student internships each year, with student interns from Minnesota State University Moorhead, North Dakota State University and St. Cloud State.
- Job Fairs In 2020, the News Director and Business Manager participated in a job fair at the Minnesota State University Moorhead. Also in 2020, the News Director participated in a virtual job fair held by the Minnesota State University Moorhead. In 2019, the General Manager participated in a job fair at the South Dakota State University. In 2020, the News Director, News Anchor, Sports Anchor and Chief Meteorologist attended the Superior High School Job Fair, Superior, Wisconsin. In 2019, the News Director and News Anchor attended job fairs held by the University of Wisconsin-Superior, the University of Minnesota-Duluth and the College of St. Scholastica.

(v) During the current license term, there have been no complaints against Red River which allege unlawful discrimination on the basis of race, color, religion, national origin or sex.

(vi) As has been reported to the Commission for many years in ownership reports, Red River is commonly owned with KQDS Acquisition Corp. which is (and has been) the licensee of full power television station KQDS-TV, Duluth, Minnesota. Red River benefits from human resource strengths shared among these commonly owned television stations.

Red River takes its EEO obligations very seriously. Throughout the current license term, at all times it has been committed to ensuring equal opportunity and nondiscrimination in every aspect of the Unit's employment policy and practices. Red River's policy is to consider the qualifications of all applicants and employees without discrimination based on the applicant's or employee's race, color, religion, sex, national origin, age, sexual orientation, physical or mental handicap, or conditions specifically prohibited by federal, state, and local legislation. Red River has, and enforces, an anti-harassment policy to ensure that all employees are free from unlawful forms of employment discrimination in the workplace.

These policies are set forth in Red River's Company Employee Handbook. The Handbook has been widely distributed to all employees and is readily available to them anytime via the company's payroll portal. All employees are required to sign an acknowledgement they have received access to review the Handbook and the policies set forth including EEO policies and procedures.

Department Managers participate in corporate training designed to ensure they understand Red River's EEO policy, its programs, and to make their responsibilities for the implementation of, and compliance with, the FCC's EEO requirements clear. Managers are expected to ensure that equal employment opportunity is afforded to all applicants for positions with the Unit and to all Unit employees. Should a concern or complaint regarding EEO arise, Managers are expected to address them and be a part of the resolution. Red River's Human Resource Director also serves as a resource for station management and employees for all EEO matters.

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau, p. 5

Red River has taken a very active role in the health and safety of all employees during the pandemic. Work from home policies are in place, additional cleaning, social distancing, and practicing all aspects of relevant safety guidelines provided by the CDC.

(vii) Red River's Managers regularly review important aspects of employment within the Unit. Those reviews include such subjects as employee pay, benefits, seniority practices, promotions, selection and testing techniques. These reviews are intended to ensure that the Unit is compliant with all EEO requirements and that Unit employment practices are non-discriminatory. Department Managers participate in these reviews with respect to the Unit employees within their departments. Red River's Human Resource Director and Chief Operating Officer also are directly involved and oversee these reviews. They help ensure compliance with EEO obligations and non-discrimination throughout the Unit.

(ix) Red River is not a religious broadcaster.

3 Red River does not participate in any time brokerage arrangement as contemplated in the Letter.

Respectfully submitted,



Charles R Naftalin
Counsel to Red River Broadcast Co., LLC

Attachment No. 1

EEO Public File Reports for 2018-2019 and 2019-2020

EEO Public File Report
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV
December 1, 2019 – December 1, 2020

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Creative Services Producer, February 3, 2020

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TV Jobs, MSCTC, Globe University, Institute of Production and Reporting, Adrian College, Bates College, Brandeis University, Butler University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, John Hopkins University, Messiah College, Milwaukee School of Engineering, MSUM, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Idaho, University of Indianapolis, University of Miami, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, Job Service ND, North Dakota Broadcasters Association, NDSU, NDSCS, Facebook

3 applicants were interviewed for this position. 1 applied with Indeed, 1 word of mouth, 1 past applicant

Broadcast Engineer, April 13, 2020

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TVJobs.com, Institute of Production and Reporting, Handshake: Adrian College, Brandeis University, Butler University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, John Hopkins University, Messiah University, Milwaukee School of Engineering, MSUM, Stanford University, Stevenson University, University of Chicago, University of Michigan, University of Delaware, University of Idaho, University of Indianapolis, University of Miami, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, Job Service ND, MN Broadcasters Association, ND Broadcasters Association, NDSU, Northland Community and Technical College.

3 applicants were interviewed for this position. 1 was word of mouth, 1 was Ziprecruiter, 1 was by email.

Multimedia Journalist, September 17, 2020

Ziprecruiter.com, KVRR.com, Indeed.com, TVJobs.com, Institute of Production and Reporting, Handshake: Adrian College, Bates College, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Johns Hopkins University, Messiah University, Milwaukee School of Engineering, MSUM, NDSCS, Stanford University, Stevenson University, UND, University of Chicago, University of Delaware, University of Indianapolis, University of Miami, University of Michigan, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, Jobs Service ND, MN Broadcasters Association, NDSU

3 applicants were interviewed for this position. 2 applied by email, 1 was found on YouTube

Social Media Coordinator, October 28, 2020

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TV Jobs.com, Institute of Production and Reporting, MN State Community and Technical College, Handshake: Adrian College, Bates College, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, John Hopkins College, Luther College, Messiah College, Milwaukee School of Engineering, MSUM, NDSCS, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Idaho, University of Indianapolis, University of Miami, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, University of Minnesota, Valparaiso University, Villanova University, Wichita State University, Job Service ND, MN Broadcasters Association, ND Broadcasters Association, NDSU, Northland Community and Technical College, Facebook

2 applicants were interviewed for this position. 1 by email and 1 on Ziprecruiter

During the period of December 1, 2019– December 1, 2020 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2019 – December 1, 2020

Word of Mouth	2
Ziprecruiter.com	2
Indeed.com	1
Email	4
YouTube	1
Past Applicant	1

December 1, 2019 – December 1, 2020

Station Outreach Initiatives:

Employee Training:

KVRR implements training within departments throughout our group ownership. Department Managers travel to various locations implementing company practices and procedures regarding news, creative services, engineering, and sales. Employee cross training occurs within each department allowing for employee growth and advancement. Encouragement is given to all employees regarding career advancement within group ownership.

KVRR News Director and staff members attended the online webinar December 10, 2020 Covering the 2020 Elections: Week One.”

KVRR News Director and staff attended the Winter Training Workshop on February 6, 2020 hosted by MnDOT, MN State Patrol, and MN Toward Zero Deaths. The workshop included terms you should know for reporting road conditions, discuss safe driving habits, and provide more details about MnDOT plowing operations and traffic safety.

Director of Sales and Local Sales Manager attended a webinar on March 19, 2020 “The Future of Local TV is You” which focused on new hires and their introduction to broadcast television. The information and resources provided will help in recruitment of news hires.

Director of Sales, Local Sales Manager, and Account Executives attended a webinar on April 16, 2020 on the economic impact of Coronavirus and its effect on local television.

Director of Sales and Local Sales Manager attended a webinar on October 14, 2020 on media usage during the COVID 19 pandemic. The webinar information was shared and discussed with Account Executives.

Recruitment:

KVRR News Director is involved with the Communications Department at North Dakota State University and Minnesota State University Moorhead actively recruiting journalism students for KVRR; Fargo, ND, and KQDS; Duluth, MN. He is a board member of the communications advisory board. He attends live newscasts at both Universities to aid in providing critiques on presentation and other items regarding journalism.

KVRR News Director has a close connection to the advisors of several Universities which include University of Minnesota, University of Maryland, DePaul University Chicago, University of Wisconsin-Madison, University of Wisconsin-Milwaukee, Marquette University, Minot State, Ball State University, University of Southern California actively recruiting students for Red River Broadcast – KVRR; Fargo, ND and KQDS; Duluth, MN.

Red River Broadcast Corporate News Director is a former instructor at the University of Minnesota's Hubbard School of Journalism and Mass Communication and maintains contacts there as well as with the Broadcast Journalism Departments at St. Cloud State University, University of Minnesota, and University of St. Thomas actively recruiting journalism students. LinkedIn and YouTube continue to be utilized as recruiting tools seeking individuals who are either about to graduate and are looking for their first job in broadcast journalism or other individuals looking to move up in their career. He has expanded his LinkedIn network to more than 2,339 people, connections are journalism students, recent journalism graduates, or broadcast journalists in their first job. We actively search YouTube for journalists who have recently posted their demo reels. We simply don't wait for individuals to apply.

KVRR Chief Meteorologist has conducted several speaking engagements over the past year to various organizations and public schools within our viewing area. His presentation includes a basic knowledge of meteorology and education for students and adults. In February alone Chief Meteorologist Rob Kupec spoke to the Lions Club in Moorhead, Glyndon Elementary School 1st graders and Northern Cass Middle School where he judged disaster related projects.

KVRR Chief Meteorologist spent the entire month of October participating in the Real Men Wear Pink Campaign for Cancer. This also included organizing a charity run/walk.

KVRR participated in four news internships. Three were from Minnesota State University Moorhead and one student was from North Dakota State University.

KVRR anchor team participated in reading to children and promoted serving a healthy lunch to elementary children. Meeting and greeting the public at Church luncheon fundraisers. The entire anchor team has been promoting a number of fundraisers.

KVRR has made significant strides in expanding their recruitment resource list to 40+ recruitment resource outlets across the country. Facebook was introduced as a new recruitment resource and has proven successful.

KVRR News Director and Business Manager attended the Job and Volunteer Fair on February 19, 2020 at the Minnesota State University Moorhead campus. They represented various positions in news and other positions within the television station at both KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN.

KVRR News Director participated in a virtual Job and Volunteer Fair at Minnesota State University Moorhead campus on September 30, 2020 representing various positions in news and other positions within the television station at both KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN.

KVRR News Director serves as the Region 6 Director covering the states of North Dakota, Minnesota, South Dakota and Wisconsin for the Society of Professional Journalists. As Director he is both training and recruiting journalism professionals/students, and presenting sessions on ethics in journalism. The annual convention was virtual this year. On September 13, 2020 he lead a panel discussion on Ethics in Broadcasting. Recruiting is done on behalf of Red River Broadcast, KVRR-Fargo, KQDS-Duluth and KDLT-Sioux Falls.

KQDS News Director, News Anchor, Sports Anchor and Chief Meteorologist attended the Superior High School Career Fair in Superior, WI on February 26, 2020 at Superior High School. The event was open to students from Superior High School interested in learning more about job possibilities and training needed for careers in various fields. They represented KQDS; Duluth, MN, and KVRR; Fargo, ND discussing career opportunities in strategies for exploring future job options in the media industry.

KQDS News Director is a member of the Advisory Board at Mesabi Range College representing KQDS; Duluth, MN; and KVRR; Fargo, ND. This is a two year college with campus locations in Eveleth and Virginia, MN. As a member of the advisory board he has an opportunity to speak to college students, provide input to college leaders about classroom curriculum and host station tours for students.

KQDS News Director is part of a select group of individuals in communication and academic fields providing guidance to the University of Wisconsin-Superior as the school considers expanding its multimedia journalism program and course offerings. Membership in this outreach advisory board involves providing feedback and opinions about potential future structure of this program at the university as this proposed new department at the school continues to evolve. It also involves guidance for creating future internship and career opportunities for students enrolled in multimedia journalism classes who are interested in pursuing related careers with Red River Broadcast-KQDS; Duluth, MN and KVRR; Fargo, ND.

KQDS News Director is involved with the Communications Department at Minnesota State University, Western Illinois University, University of Wisconsin-Superior, University of Wisconsin-Eau Claire, University of Minnesota-Duluth, Lake Superior College, and Mesabi Range College actively recruiting journalism students via personal connections with faculty for potential future employment with Red River Broadcast – KQDS; Duluth, MN and KVRR; Fargo, ND

Recruitment Resources
KVRR TV
December 1, 2019 - December 1, 2020

ZipRecruiter.com
Contact: Jeremiah Driggers
Phone: 480-401-3974
Phone: 877-252-1062
www.ziprecruiter.com

Facebook – www.Facebook.com

Handshake

Contact: Renee
901 8th Street S
Moorhead, MN 56560
Phone: 218-299-4321
<https://app.joinhandshake.com/>

Posts to: Adrian College, Bates College, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Dakota State University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, John Hopkins College, Luther College, Messiah College, Milwaukee School of Engineering, MSUM, NDSCS, Princeton University, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Idaho, University of Indianapolis, University of Miami, University of Michigan, University of Minnesota, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, Winona State University

Indeed – www.indeed.com

IPR Career Connect
Contact: Diana Welter
dwelter@ipr.edu
<http://iprcareerconnect.mysmartjobboard.com/login/>

Job Bank

Email: jobbankadmin@emmyonline.tv
www.jobbank.emmyonline.org/index.php

Job Service of North Dakota

Contact: Business Services - Brenda or Julie
1350 32nd Street SW
Fargo, ND 58103
Phone: 701-239-7300
Email: infojsfg@nd.gov
<https://www.ndworkforceconnection.com/vosnet/default.aspx>

KVRR – www.kvrr.com

Minnesota Broadcasters Association
Contact: Tim Hyde
401 N. Third Street, Suite 370
Minneapolis, MN 55401
Phone: 612-926-8123
Tim.hyde@minnesotabroadcasters.com

Minnesota State Community & Technical College
Contact: Jennifer Labish
1900 28th Avenue South
Moorhead, MN 56560
Phone: 218-236-6277
Fax: 218-299-6584
www.collegecentral.com/minnesota

North Dakota Broadcasters Association
Contact: Beth Helfrich
P. O. Box 3178
Bismarck, ND 58502
Phone: 701-258-1332
Email: bethh@ndba.org

North Dakota State University
Contact: Karen Thoreson
1301 12th Avenue N
Fargo, ND 58102
Phone: 701-231-8464
Fax: 701-231-8756
Email: kthoreson@ndsu.org
<https://www.ndsu.12twenty.com/hire>

Northland Community and Technical College Thief River Falls/East Grand Forks
Contact: Lynn McGlynn
1101 Highway One E
Thief River Falls, MN 56701
Phone: 218-683-8560
Phone: 1-800-959-6282
Fax: 218-681-0774
Email: lynn.mcglynn@northlandcollege.edu

TV Jobs
Contact: Mark Holloway
P.O. Box 4116
Oceanside, CA 92052
Phone: 760-754-8177 www.tvjobs.com

YouTube – www.youtube.com

EEO Public File Report
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV
December 1, 2018 – December 1, 2019

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Sports News Multimedia Journalist, December, 2018

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TVJobs.com, MSCTC, Globe University, Adrian College, Bates College, Colorado State University, Concordia College, Cornell University, Ithaca College, Johns Hopkins University, Messiah College, Milwaukee School of Engineering, MSUM, Princeton University, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Idaho, University of Miami, UND, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, Job Service of ND, NDSCS. 1 applicant was interviewed for this position and applied through Zip Recruiter. The applicant hired for this position applied through Zip Recruiter.

Morning Technical Director, January, 2019

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TVJobs, MSCTC, Globe University, Adrian College, Bates University, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Johns Hopkins University, Messiah College, Milwaukee School of Engineering, MSUM, Princeton University, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Idaho, University of Indianapolis, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, MediaLine.com, Job Service ND, CareerLink, North Dakota Broadcasters Association, NDSCS. 4 applicants were interviewed for this position. 2 applied through Indeed and 2 through email. The applicant hired for this position applied through email.

Account Executive, April, 2019

Ziprecruiter.com, KVRR.com, Indeed.com, TV Jobs, MSCTC, Institute of Production and Reporting, Adrian College, Bates College, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Dakota State University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Johns Hopkins University, Messiah College, Milwaukee School of Engineering, MSUM, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Idaho, University of Indianapolis, University of Miami, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, Winona State University, Job Service ND, North Dakota Broadcasters Association, Northland Community and Technical College Thief River Falls/East Grand Forks. 7 applicants were interviewed for this position. 5 applied with Zip Recruiter, 2 through word of mouth. The applicant hired for this position was found through word of mouth.

Creative Services Director, May, 2019

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TVJobs, MSCTC, Globe University, Adrian College, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Messiah College, MSUM, Princeton University, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Indianapolis, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, MediaLine.com, Job Service ND, Minnesota Broadcasters Association, North Dakota Broadcasters Association, NDSU, NDSCS, Northland Community and Technical College Thief River Falls/East Grand Forks. 3 applicants were

interviewed for this position. 2 applied with Indeed and 1 through KVRr website. The applicant hired for this position applied through Indeed.

Multimedia Journalist, June, 2019

Ziprecruiter.com, KVRr.com, Indeed.com, Job Bank, TVJobs.com, MSCTC, Globe University, Adrian College, Bates College, Brandeis College, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Johns Hopkins University, Messiah College, Milwaukee School of Engineering, MSUM, Princeton University, Stanford, University, Stevenson University, University of Chicago, University of Delaware, University of Idaho, University of Indianapolis, University of Miami, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, Medialine.com, Job Service ND, ND Broadcasters Association, NDSU, NDSCS. 4 applicants were interviewed for this position. 3 applied by email, 1 was a referral. The applicant hired for this position applied through email.

Photojournalist, June, 2019

Ziprecruiter.com, KVRr.com, Indeed.com, Job Bank, TVJobs.com, MSCTC, Globe University, Adrian College, Bates College, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Johns Hopkins University, Messiah College, MSUM, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Idaho, University of Indianapolis, University of Miami, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, MediaLine.com, Job Service ND, Minnesota Broadcasters Association, ND Broadcasters Association, NDSU, NDSCS, Northland Community and Technical College Thief River Falls/East Grand Forks. 3 applicants were interviewed for this position. 1 applied through Zip Recruiter, 1 was in-house, 1 applied through email. The applicant hired for this position applied through email.

Social Media Coordinator, July, 2019

Ziprecruiter.com, KVRr.com, Indeed.com, Job Bank, TVJobs, MSCTC, Globe University, Adrian College, Baylor University, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Messiah College, MSUM, Princeton University, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Indianapolis, University of Miami, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, MediaLine.com, Job Service ND. 4 applicants were interviewed for this position. 1 applied through Indeed, 1 through Zip Recruiter, 1 at a job fair, 1 was in-house. The applicant hired for this position was found in-house.

Traffic Assistant, August, 2019

Ziprecruiter.com, KVRr.com, Indeed.com, Job Bank, TVJobs.com, Institute of Production and Reporting, Adrian College, Bates College, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Johns Hopkins University, Messiah College, MSUM, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Idaho, University of Indianapolis, University of Miami, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, Winona State University, Medialine.com, Job Service ND, Minnesota Broadcasters Association, NDSCS, Northland Community and Technical College Thief

River Falls/East Grand Forks. 6 applicants were interviewed for this position. 3 applied with Indeed and 3 with KVRR website. The applicant hired for this position applied through Indeed.

Multimedia Journalist, September, 2019

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, MSCTC, Institute of Production and Reporting, Adrian College, Bates College, Brandeis College, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Dakota State University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Johns Hopkins University, Messiah College, Milwaukee School of Engineering, MSUM, Stanford, University, University of Chicago, University of Delaware, University of Indianapolis, University of Miami, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, Winona State University, Job Service ND, MN Broadcasters Association, ND Broadcasters Association, NDSU, NDSCS. 5 applicants were interviewed for this position. 4 applied by email, 1 with Zip Recruiter. The applicant hired for this position applied through email.

Weekend Sports Anchor, October, 2019

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TVJobs.com, MSCTC, Globe University, Adrian College, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Messiah College, MSUM, Princeton University, Stanford University, Stevenson University, University of Chicago, University of Delaware, University of Idaho, University of Indianapolis, University of Miami, University of Michigan, UND, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, MediaLine.com, Job Service ND, Minnesota Broadcasters Association, North Dakota Broadcasters Association, NDSU, NDSCS, Northland Community and Technical College Thief River Falls/East Grand Forks. 3 applicants were interviewed. 1 was found on YouTube, 1 through email, and 1 through Zip Recruiter. The applicant hired for this position applied through Zip Recruiter.

During the period of December 1, 2018– December 1, 2019 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2018 – December 1, 2019

Word of Mouth	2
Ziprecruiter.com	10
Indeed.com	8
KVRR.com	4
Email	11
YouTube	1
Referral	1
In-House employees	2
Job Fair	1

December 1, 2018 – December 1, 2019

Station Outreach Initiatives:

Employee Training:

KVRR implements training within departments throughout our group ownership. Department Managers travel to various locations implementing company practices and procedures regarding news, creative services, engineering, and sales. Employee cross training occurs within each department allowing for employee growth and advancement. Encouragement is given to all employees regarding career advancement within group ownership.

Engineering staff attended the on-line webinar July 18, 2019 on Chief Operator Rules. This webinar gave insight to: What is a Chief Operator, Chief Operator Agreements, Responsibilities of the Chief Operator, Overview of the Station Log.

Director of Sales and Local Sales Managers attended a webinar October 17, 2019 on how to recruit and hire better Salespeople.

Management and Sales attended the Political webinar November 21, 2019 preparing us for the 2020 Elections.

Sales and Social Media Director attended “Boost with Facebook” on October 1, 2019 representing both KVRR and KQDS. The seminar provided efforts on utilizing the platform effectively to maximize business potential.

Recruitment:

KVRR News Director is involved with the Communications Department at North Dakota State University and Minnesota State University Moorhead actively recruiting journalism students for KVRR; Fargo, ND, and KQDS; Duluth, MN. He is a board member of the communications advisory board. He attends live newscasts at both Universities to aid in providing critiques on presentation and other items regarding journalism.

KVRR News Director has a close connection to the advisors of several Universities which include University of Minnesota, University of Maryland, Emerson College Boston, DePaul University Chicago, University of Wisconsin Marquette, University Milwaukee, University of Southern California actively recruiting students for Red River Broadcast – KVRR; Fargo, ND and KQDS; Duluth, MN.

Red River Broadcast Corporate News Director is a former instructor at the University of Minnesota’s Hubbard School of Journalism and Mass Communication and maintains contacts there as well as with the Broadcast Journalism Departments at St. Cloud State University, University of Minnesota, and University of St. Thomas actively recruiting journalism students. LinkedIn and YouTube continue to be utilized as recruiting tools seeking individuals who are either about to graduate and are looking for their first job in broadcast journalism or other individuals looking to move up in their career. He has expanded his LinkedIn network to more than 2,324 people, connections are journalism students, recent journalism graduates, or broadcast journalists in their first job. We actively search YouTube for journalists who have recently posted their demo reels. We simply don’t wait for individuals to apply.

KVRR Chief Meteorologist has conducted 7 speaking engagements over the past year to various organizations and public schools within our viewing area. His presentation includes a basic knowledge of meteorology and education for students both young and old. December he delivered meals for the Salvation Army. In May he critiqued the New Leadership Mock Press conference and taught a class on how to write a press release. August, he promoted Hope Inc Softball games for people with mobility issues. November he kicked off the Kettle Campaign for the Salvation Army and also was the Master of Ceremonies for the LaMoure, ND Chamber of Commerce Awards Dinner.

KVRR Chief Meteorologist spent the entire month of October participating in the Real Men Wear Pink Campaign for Cancer. This also included organizing a charity run/walk.

KVRR participated in one weather internship. The student was from St. Cloud State. KVRR participated in three news internships. One student was from North Dakota State University and two students were from Minnesota State University Moorhead.

KVRR anchor team participated in reading to children and promoted serving a healthy lunch to elementary children. Meeting and greeting the public at Church luncheon fundraisers. The entire anchor team has been promoting a number of fundraisers, volunteering with the Salvation Army, walking for Juvenile Diabetes and have participated in the Honor Flight for Veterans.

KDLT General Manager attended the South Dakota State University Journalism Department Internship and Job Fair in Brookings, SD on January 25, 2019. KDLT management represented various positions in news and sales as well as station positions at our sister stations – KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN.

KVRR has made significant strides in expanding their recruitment resource list to 40+ recruitment resource outlets across the country. Facebook was introduced as a new recruitment resource and has proven successful.

KVRR News Director and Business Manager attended the Job and Volunteer Fair on September 11, 2019 at the Minnesota State University Moorhead campus. They represented various positions in news and other positions within the television station at both KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN.

KVRR News Director serves as the Region 6 Director covering the states of North Dakota, Minnesota, South Dakota and Wisconsin for the Society of Professional Journalists. As Director he is both training and recruiting journalism professionals/students, and presenting sessions on ethics in journalism. The annual convention was held this year in San Antonio, TX, and a regional conference in Bloomington, Minnesota. Recruiting is done on behalf of Red River Broadcast, KVRR-Fargo, KQDS-Duluth and KDLT-Sioux Falls.

KQDS News Director and News Anchor attended the UWS Head of the Lakes Job Fair on February 28, 2019 on the University of Wisconsin-Superior campus. The Job Fair is open to students from the University of Wisconsin-Superior, University of Minnesota-Duluth, and the College of St. Scholastica. They represented KQDS; Duluth, MN, and KVRR; Fargo, ND discussing career opportunities in strategies for exploring future job options in the media industry.

KQDS News Director and News anchor attended the Lake Superior College Spring Career Fair on March 27, 2019 on the campus of Lake Superior College in Duluth, MN. They represented KQDS; Duluth, MN, and KVRR; Fargo, ND, answering student questions about career opportunities available in television and discussing the best ways to gain skills needed to pursue various television careers.

KQDS News Director, Morning Anchor and Meteorologist attended the Northland Job Fair at the Duluth Entertainment and Convention Center in Duluth, MN on April 24, 2019. They represented KQDS; Duluth, MN, and KVRR; Fargo, ND, discussing career opportunities in television with job seekers. They also answered questions about the educational requirements and skills needed to obtain various positions in the TV industry.

KQDS News Anchors and News Reporter attended the Career Exploration Fair at Greenway High School in Coleraine, MN on January 8, 2019. They represented KQDS; Duluth, MN and KVRR; Fargo, ND talking with middle school students about future career opportunities in the television industry and also demonstrated the use of various types of television broadcasting equipment.

KQDS News Anchor, News Reporter and Meteorologist attended the Wisconsin Indian Technical College Career Fair on April 4, 2019. This fair was held on the WITC campus in Superior, WI. They represented KQDS; Duluth, MN, and KVRR; Fargo, ND talking with college, junior high, and high school students about future career opportunities in the television industry, while also fielding questions about TV jobs.

KQDS News Director is a member of the Advisory Board at Mesabi Range College representing KQDS; Duluth, MN; and KVRR; Fargo, ND. This is a two year college with campus locations in Eveleth and Virginia, MN. As a member of the advisory board he has an opportunity to speak to college students, provide input to college leaders about classroom curriculum and hosts station tours for students. Students from Mesabi Graphic Arts program toured the KQDS studio on October 3, 2019. KQDS News Director visited the Eveleth campus on October 10, 2019 for an advisory board meeting to discuss potential career opportunities in television with Mesabi students.

KQDS News Director is involved with the Communications Department at Minnesota State University, Western Illinois University, University of Wisconsin-Superior, University of Wisconsin-Eau Claire, University of Minnesota-Duluth, Lake Superior College, and Mesabi Range College actively recruiting journalism students via personal connections with faculty for potential future employment with Red River Broadcast – KQDS; Duluth, MN and KVRR; Fargo, ND.

Management Training:

All Managers at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials to better educate their individual Department Managers and employees. Webinars and Skype sessions are conducted on various topics regarding our industry.

The Human Resource Director sends out quarterly reminders of seminars to our leadership group. Various topics covered include improving your leadership skills, discipline and termination of employees, conducting an effective interview, effective employee evaluations, creating a team atmosphere.

Red River Broadcast Director of Sales along with the Local Sales Manager for KQDS attended the Minnesota Broadcast Association Annual meeting/conference October 8-10, 2019. There were several topics discussed with and amongst radio, print and TV broadcasters throughout the state. Topics of particular interest and importance that were discussed included:

- How to be successful with Digital Sales
 - o What content drives engagement
 - o Ad servers that complement our posting on social platforms
 - o Digital needs buy in and investment
 - o OTT and Programmatic
- Conversation with Lawyers regarding past, present and future potential issues for advertisers
 - o Gambling/casinos
 - o CBD Oil
 - o Hemp bases products
 - o Copyright trolls
 - o Alcohol advertising
- Workforce recruitment
 - o Retain top talent
 - o Career advancement
 - o Internships
 - o Job postings
 - o Culture
- Podcasting
 - o Be an expert on the topic
 - o What platform to use to administer podcast
 - o Add visual element?
 - o Pick and utilize an appropriate title

Recruitment Resources
KVRR-TV
December 1, 2018—December 1, 2019

Zip Recruiter.com

Contact: Jeremiah Driggers

Phone: 1-480-401-3974

Phone: (877)-252-1062

www.ziprecruiter.com

Facebook

www.facebook.com

Globe University

Contact: Bridget Hoffman

2777 34th St S

Moorhead, MN 56560

Email: bhoffman@msbcollege.edu

<http://careerconnect.globeuniversity.edu/employer/login>

Handshake

Contact: Renee

901 8th Street S.

Moorhead, MN 56560

Phone: 218-299-4321

www.app.joinhandshake.com/

Indeed

www.indeed.com

IPR Career Connect

Contact: Diana Welter

Email: dwelter@ipr.edu

www.iprcareerconnect.mysmartjobboard.com/login/

Job Bank

Email: jobbankadmin@emmyonline.tv

www.jobbank.emmyonline.org/index.php

Job Service of North Dakota

Contact: Business Services—Brenda or Julie

1350 32nd Street SW

Fargo, ND 58103

Phone: 701-239-7300

infojsfg@nd.gov

www.ndworkforceconnection.com/vosnet/default.aspx

KVRR

www.kvrr.com

Minnesota Broadcasters Association

Contact: Maria Vorhis

3033 Excelsior Blvd., Suite 301

Minneapolis, MN 55416

Phone: 612-926-8123

Email: Maria.vorhis@minnesotabroadcasters.com

Minnesota State Community & Technical College

Contact: Jennifer Labish

1900 28th Avenue South

Moorhead, MN 56560

Phone: 218-236-6277

Fax: 218-299-6584

www.collegecentral.com/minnesota

North Dakota Broadcasters Association

Contact: Beth Helfrich

P.O. Box 3178

Bismarck, ND 58502

Phone: 701-258-1332

Email: bethh@ndba.org

www.ndba.org/members/access/a_job.php

NDSCS

Contact: Michelle, Career Services

800 6th Street N

Wahpeton, ND 58076

Phone: 1-800-342-4325

Phone: 701-671-2258

www.myinterfase.com/ndscs/employer/

North Dakota State University

Contact: Karen Thoreson

1301 12th Avenue N.

Fargo, ND 58102

Phone 701-231-8756

Fax: 701-231-8756

Email: kthoreson@ndsu.org

www.ndsu.12twenty.com/hire

Northland Community and Technical College Thief River Falls/East Grand Forks

Contact: Lynn McGlynn

1101 Highway One E

Thief River Falls, MN 56701

Phone: 218-683-8560

Phone: 1-800-959-6282

Fax: 218-681-0774

Email: Lynn.mcglynn@northlandcollege.edu

TV Jobs

Contact: Mark Holloway

P.O. Box 4116

Oceanside, CA 92052

www.tvjobs.com

Joe Radske

To: Kathy Lau
Subject: Station Outreach Initiatives

- 1- I send Rob a note about WX appearances/outreach and Internships.
- 2- I crossed out in Red what was no longer valid for this year. Document under your door.

Here is at least one more: KVRR News Director and Business Manager attended the Part-Time Job and Volunteer Fair at DragonFest , September 11, 2019. It was held on the campus of Minnesota State University – Moorhead. It resulted in at least one hire for KVRR; Fargo, ND

I'll keep thinking if there's anything else we did at the end of 2018 into 2019.

Joseph Radske
News Director
Cell: 262-366-1259
Office: 701-277-1515
jradске@kvrr.com
Twitter: @jradске



Dec 20th 2018 Delivered Holiday meals for the Salvation Army

Jan 22nd 2019 Weather Talk for the Clay County Cooperative Extension Office

Feb 18th 2019 Campus News Critique

March 24th Participated in group working on a science museum in the F-M area

April 4th Weather Talk for Moorhead Kiwanis Club

April 15th & 16th Weather Talks for 7th Graders Sheyenne Middle School

May 1st Alison & Rob volunteer wait staff for Trinity Church luncheon fundraiser

May 30th Talk at New Leadership Institute on how to write a press release

June 2nd Critique of New Leadership Mock Press conferences

June 23rd Weather Talk at Ft. Abercrombie Historic Site

July 22nd Weather Talk at LSS for new Americans

Aug 28th Promoted Hope Inc Softball games for people with mobility issues.

Sep 23rd July 22nd Weather Talk at LSS for new Americans

Oct 1st Presented at National Weather Service Integrated Warning Team meeting

Entire Month of October participated in the Real Men Wear Pink campaign. Including organizing a charity run/walk on Oct 26th

Nov 17th 2018 Helped with Bell Ringing Kickoff for Salvation Army

Nov 19th MC at LaMoure, ND Chamber of Commerce Awards Dinner

Late May to early August, we had 1 intern. Robert Poynter from St. Cloud State



“Chief Operator Rules” Webinar

July 18, 2019 12noon – 1pm (CST)

This Webinar will take place:

Date: Thursday, July 18, 2019

Time: 12noon – 1pm CST

To register: <https://michiganassociationofbroadcasters.growthzoneapp.com/ap/Events/Register/vrAQ1er2>

Or use the information below:

Logon Information:

Description: Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. <https://zoom.us/j/204924995>

Or join by phone:

Dial(for higher quality, dial a number based on your current location):

US: +1 669 900 6833 or +1 646 558 8656

Webinar ID: 204 924 995

International numbers available: <https://zoom.us/j/204924995>

FCC Rule 73.1870 outlines the requirements of the Station’s Chief Operator. It indicates that “*the licensee of each AM, FM, TV or Class A TV broadcast station must designate a person to serve as the station’s chief operator*”. In this presentation we will cover the following items:

- What is a “Chief Operator”
- Chief Operator agreements
- Responsibilities of the Chief Operator
- Overview of the “Station Log”
- Sample Station Log

Presented by: Larry Wilkins, Alabama Broadcasters Association

Kathy Lau

From: Joe Radske
Sent: Thursday, November 21, 2019 7:40 AM
To: Kathy Lau
Subject: Does this help

Kendra and Sherry both attended this to train on using Facebook as a revenue tool.

MEDIA ADVISORY

For Planning Purposes

September 23, 2019

Contact: Amy Lunde, alunde@gagroup.law, 701-595-2317

"Boost with Facebook" is coming to Fargo

Fargo-- Facebook will be hosting a Boost with Facebook event on **Tuesday, October 1 at 9:30am**. Businesses from the area have been invited to attend this free educational event to empower small business owners with the tools and resources they need to build their businesses.

The effort to provide more digital skills training to small businesses and individuals features a presentation by a Facebook expert on how to use the platform effectively to maximize your business potential and a panel of Fargo area small businesses who will share the secrets of their success. The small businesses participating on the panel are **Josh Ulrich (Scoop N Dough)**, **Amanda Rydell (The White House Co.)**, and **Don Kenna (Prairie Brewing Company)**.

Boost with Facebook- Fargo

Featuring a Facebook Presentation and Small Business Panel

Tuesday, October 1

9:30 AM (Check-In), 10:00 AM (Event Kickoff), 11:15 AM (Small Business Panel)

Avalon Events Center

2525 9th Ave S Fargo, ND 58103

Media interviews can be arranged on-site through Amy Lunde. More information on the event can be found [here](#).

Thank you,

Amy Lunde

GA Group, PC
1661 Capitol Way
Bismarck, ND 58501
(701) 595-2317
alunde@gagroup.law



“Source Talent: Recruiting and Hiring Better Salespeople” Webinar

October 17, 2019 12noon – 1pm (CST)

This Webinar will take place:

Date: Thursday, October 17, 2019
Time: 12noon – 1pm CST

To register:

Or use the information below:

<https://michiganassociationofbroadcasters.growthzoneapp.com/ap/Events/Register/QRaxo7LW>

Logon Information:

Description: Join from a PC, Mac, iPad, iPhone or Android device:
Please click this URL to join. <https://zoom.us/j/178036515>

Or join by phone:

Dial(for higher quality, dial a number based on your current location):

US: +1 669 900 6833 or +1 646 558 8656

Webinar ID: 178 036 515

International numbers available: <https://zoom.us/j/adP1I0BGKK>

To manage productively, you must hire effectively. During this fast-paced, highly detailed webinar, you'll learn:

- The #1 reason you can't find good people
- The importance of hiring A players
- Two things you must know about A players

.... and much more!

Presented by: Chris Lytle



“Political” Webinar

November 21, 2019 2noon – 4pm (CST)

This Webinar will take place:

Date: Thursday, November 21, 2019

Time: 12noon – 1pm CST

To register:

<https://michiganassociationofbroadcasters.growthzoneapp.com/ap/Events/Register/9pQ5Wkp8>

Or use the information below:

Logon Information:

Description:Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. <https://zoom.us/j/660582306>

Or join by phone:

Dial(for higher quality, dial a number based on your current location):

US: +1 646 558 8656 or +1 669 900 6833

Webinar ID: 660 582 306

International numbers available: <https://zoom.us/u/ao7xNcM60>

Presented by: David Oxenford