

**Radio Fargo-Moorhead, Inc.**

**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:

KLTA-FM, Breckenridge, MN (FIN: 64359)  
KBVB-FM, Barnesville, MN (FIN: 37001)  
KPFX-FM, Fargo, ND (FIN: 47310)  
KQWB-FM, Moorhead, MN (FIN: 21191)  
KQWB-AM, West Fargo, ND (FIN: 87146)  
KBMW-AM, Breckenridge, MN (FIN: 70500)

The information contained in this EEO Public File Report covers the period from December 1, 2012 to, and including, November 30, 2013. 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.

Originally placed in Public Files on December 2, 2013.

**Radio Fargo-Moorhead, Inc.**

**Appendix 1**

Radio Fargo-Moorhead, Inc.  
 Annual EEO Public File Report  
 Period Covered December 1, 2012 to November 30, 2013

Vacancy Information:

Full Time Positions By Job Title	Recruitment Source Hire	Total Number of Interviewees from
Marketing Consultant (Fargo) 3.11.13	Job Fair	4
Sales Assistant (Fargo) 5.13.13	Referral	2
Sales Assistant (Fargo) 9.1.13	Referral	3
Promotions Assistant (Fargo) 8.5.13	Promotion from Part-Time Employee to Full-Time Employee	
Promotions Coordinator 10.15.13	Promotion from Part-Time Employee to Full-Time Employee	
Sales Assistant (Fargo) 12.1.13	On-Air Announcement	3
Program Director (Fargo) (KLTA-FM)	All Access.com	3

Total number of Interviewees for all positions 15:

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**Appendix 2**

Radio Fargo-Moorhead, Inc.  
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Recruitment Source Information

Recruitment Source	Total Number of Interviewees	Full Time Position This Source was Utilized For
Radio Fargo-Moorhead, Inc. Internship Program Travis Hopkins 2720 7 <sup>th</sup> Avenue South Fargo, ND 58103 (701) 237-4500		Sales Positions
North Dakota State University Job Placement Office Fargo, ND 58105		Sales Positions
North Dakota Job Service – (Local Office) 1350 32 <sup>nd</sup> Street, SW Fargo, ND 58103 And Wahpeton, ND 58075 <a href="http://www.jobsnd.com">www.jobsnd.com</a> (701) 239 7300		All Positions
The Forum (newspaper) 101 5 <sup>th</sup> Street North Fargo, ND 58102 <a href="http://www.in-fourm.com">www.in-fourm.com</a> classified ads – (701)241-5500		All Positions
Station on Air Announcements: KLTA-FM, KBVB-FM, KPFX-FM, KQWB-FM, KQWB-AM, KBMW-AM Sandy Anderson – (701)237-4500	3	All Positions
On-Line Advertisements <a href="http://www.fargojobs.com">www.fargojobs.com</a> Sandy Anderson-(701)237-4500		All Positions
All Access.com	3	Program Positions

28955 Pacific Coast Highway Malibu, CA 90265 Contact: Joel Denver <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a>		
Referrals Radio Fargo-Moorhead, Inc. 2720 7 <sup>th</sup> Avenue South Fargo, ND 58103 (701) 237-4500	5	All Positions
Globe University Job Placement Office 2777 34 <sup>th</sup> Street South Moorhead, MN 56560 (218) 422-1000		Sales Positions
Station Walk In Radio Fargo-Moorhead, Inc. Resumes Sandy Anderson (701) 237-4500		All Positions
Rasmussen College Job Placement Office 4012 19 <sup>th</sup> Avenue SW Fargo, ND 58103 (701) 277-3889		Sales Positions
Concordia College Job Placement Office 901 8 <sup>th</sup> Street South Moorhead, MN 56560 (218) 299-4000		Sales Positions
Minnesota State University Job Placement Office 1104 7 <sup>th</sup> Avenue South Moorhead, MN 56560 (218) 477-4000		Sales Positions
Tri-College Career & Internship Fair		All Positions
MSUM Spring Internship & Career Fair	4	All Positions

Total number of Interviewees for all positions 15 :

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

Appendix 3

Radio Fargo-Moorhead, Inc.  
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Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Radio Fargo-Moorhead, Inc. licensee of the above referenced station, has and will continue to be an Equal Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach, including the following:

1. Internship Programs (73.2080(c) (2) (v)). The program is designed to help college students acquire skills needed to obtain broadcast employment. Area colleges, including North Dakota State University, Concordia College, and Minnesota State University Moorhead, are notified of the opportunity to participate. Radio Fargo-Moorhead, Inc. also utilized their respective on-line websites to solicit for Interns. The interns are given the chance to explore various areas of broadcast and promotional employment. During the reporting period there were 33 college students who participated in Radio Fargo-Moorhead Inc.'s Internship Program.
2. Radio Station Building Tours (73.2080(c) (2) (xvi)). 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.
3. Radio Station Building Tours (73.2080(c) (2) (xvi)). This program offers area day care facilities, Girl Scout Troops, Boy Scout Troops and Assisted Living Facilities the opportunity to tour the Stations' broadcast facilities and talk to on-air staff to learn about the broadcast industry. Area listeners have used this as an opportunity to learn more about careers in broadcasting, to meet on air personalities at the stations and to earn their Media Badge.
4. Advertising & Marketing Class (73.2080(c) (2) (x)). Amanda Lea, Jesse James and Pike, employees of the Stations, spoke to the Advertising & Marketing class at Minnesota State University Moorhead in Moorhead, Minnesota. They discussed the requirements for working in radio broadcasting, their current job duties, and how advertising and marketing relates to radio broadcasting. This is done once a semester during the college academic year.
5. Job Shadowing (73.2080(c) (2) (IV)). KQWB-FM, KPFX-FM and KLTA-FM had high school and college students job shadow their on-air show and daily responsibilities and promotional activities for a day. This program is available during the period and can be utilized by high school and college students.

6. Job Shadowing (73.2080(c)(2)(IV)). Radio Fargo-Moorhead, Inc.'s Sales Department had college students job shadow their Marketing Consultants for a day. This program is available during the period and can be utilized by high school and college students
7. Career Days Outreach (73.2080(c) (2) (IV)). The program is designed to help area students to understand the skills needed to obtain broadcast employment. The career days were 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.
8. Tri-College Career & Internship Fair (73.2080(c)(2)(i)). Various Employees from the programming, sales and promotions department attended the Tri-College Career & Internship Fair held on November 15, 2012. The station employees attended the Job Fair to solicit for on-air talents, sales positions and promotions at the stations and to accept resumes from interested applicants.
9. MSUM Spring Internship & Career Fair (73.2080(c)(2)(i)). Various Employees from the programming, sales and promotions department attended the MSUM Spring Internship & Career Fair held on March 27, 2013. The station employees attended the Job Fair to solicit for on-air talents, sales positions and promotions at the stations and to accept resumes from interested applicants.
10. Radio Fargo-Moorhead, Inc. Job Fair (73.2080(c)(2)(i)). Various Employees from the programming, sales and promotions department attended the Radio Fargo-Moorhead, Inc. Job Fair on in April 2013. The station employees attended the Job Fair to solicit for on-air talents, sales positions and promotions at the stations and to accept resumes from interested applicants