

I3g Media 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:

KBMW-AM, Breckenridge, MN (FIN: 70500)
KBMW-FM, Breckenridge, MN (FIN: 10066)
KEGK-FM, Wahpeton, ND (FIN: 25533)

The information contained in this EEO Public File Report covers the period from December 1, 2018 to, and including, November 30, 2019. 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 November 27th, 2019.

Appendix 1

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Period Covered December, 2018 to November 30, 2019

Vacancy Information:

Full Time Positions By Job Title	Recruitment Source Hire	Total Number of Interviewees from all recruitment sources
Sales Executive	Linkedin	8
Sports Director	KBMW AM	1

Total number of Interviewees for all positions 9:

Appendix 2

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Recruitment Source Information

Recruitment Source	Total Number of Interviewees	Full Time Position This Source was Utilized For
North Dakota Job Service – (Local Office) 1350 32 nd Street, SW Fargo, ND 58103 And Wahpeton, ND 58075 www.jobsnd.com (701) 239 7300		Sales Positions Sports Director
The Forum (newspaper) 101 5 th Street North Fargo, ND 58102 www.in-fourm.com classified ads – (701)241-5500		Sales Positions Sports Director
Station on Air Announcements: KBMW-AM, KBMW-FM Bill Dablow—(701)642-8747		Sales Positions Sports Director
Linkedin www.linkedin.com		Sales Positions Sports Director
Station Walk In I3g Media Resumes Bill Dablow (701) 642-8747		Sales Positions Sports Director
Rasmussen College Job Placement Office 4012 19 th Avenue SW Fargo, ND 58103 (701) 277-3889		Sales Positions Sports Director
Concordia College Job Placement Office 901 8 th Street South Moorhead, MN 56560 (218) 299-4000		Sales Positions Sports Director
Minnesota State University Job Placement Office 1104 7 th Avenue South Moorhead, MN 56560 (218) 477-4000		Sales Positions Sports Director

Total number of Interviewees for all positions 9:

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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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. 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) 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.

- 2) 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.