

**EEO PUBLIC FILE REPORT
BAKKEN BEACON MEDIA, LLC
TIOGA, NORTH DAKOTA/DILWORTH, MINNESOTA
KTGO-AM/WZFG-AM
EEO PUBLIC FILE REPORT FOR THE PERIOD
DECEMBER 1, 2017 THROUGH
NOVEMBER 30, 2018**

I. FULL-TIME POSITION VACANCY LIST

| JOB TITLE | DATE HIRED | RECRUITMENT SOURCES CONTACTED TO FILL VACANCY | REFERRAL SOURCES (RS) OF INTERVIEWEES [AND NUMBER OF INTERVIEWEES BY REFERRAL SOURCE] | RECRUITMENT SOURCE WHICH REFERRED HIREE | TOTAL INTERVIEWED FOR POSITION |
|---------------------------------|-------------------|--|--|--|---------------------------------------|
| Morning Show Producer | 03/19/2018 | 2,3,5,6,12,13,14,15,18 | RS 13:1 RS 5:1 | 13 | 2 |
| Sales and Marketing Coordinator | 04/01/2018 | 5,6,7,8,11,12,13,15 | RS 8:2 RS 17:1 | 8 | 3 |
| Sales Executive | 08/13/2018 | 4,5,6,7,8,12,13,15,17,18 | RS 5:2 RS 6:1 RS 13:2 RS 15:1 | 13 | 3 |
| Traffic Manager | 09/10/2018 | 5,6,11,15,17,18,21,22 | RS 22:3 | 22 | 1 |
| Sports Director | 09/20/2018 | 5,6,7,8,12,13,14,15,16,17,18,22 | RS 5:25 RS 8:1 RS 12:1 RS 13:2 RS 17:1 RS 18:1 | 5 | 5 |
| Operator/Producer | 10/1/2018 | 5,6,10,12,13,17,18,22 | RS 5:1 RS 12:1 RS 17:1 | 5 | 1 |

Number of total candidates interviewed to fill the full-time job vacancies listed above: 15

KTGO(AM), Tioga, North Dakota/WZFG(AM), Dilworth, Minnesota

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II. RECRUITMENT SOURCE LIST

| RECRUITMENT SOURCE NUMBER | RECRUITMENT SOURCE INFORMATION | SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO) | NUMBER OF INTERVIEWEES REFERRED BY RECRUITMENT SOURCE |
|--|---|--|--|
| 1. | North Dakota State University Career Center 306 Ceres Hall NDSU Dept. 5280 PO Box 6050 Fargo, ND 508 701-231-7111 www.ndsu.edu/career/ | NO | 0 |
| 2. | Concordia College Career Center Concordia College Academy 101 901 8th St S Moorhead MN 56562 Phone: 218.299.3020 career@cord.edu | NO | 0 |
| 3. | Minnesota-State-University Moorhead Career Center 1104 7th Ave South Moorhead, MN 56563 1.800.593.7246 www.Mnstate.edu/career | NO | 0 |
| 4. | The Forum 101 5 th Street North Fargo, ND 58102 701-235-7311 classifieds@forumcomm.com www.inforum.com | NO | 0 |
| 5. | AllAccess.com www.allaccess.com | NO | 4 |
| 6. | TVandRadioJobs.com http://tvandradiojobs.com/ | NO | 0 |
| 7. | Employee Referral | NO | 0 |
| RECRUITMENT SOURCE NUMBER | RECRUITMENT SOURCE INFORMATION | SOURCE ENTITLED TO VACANCY NOTIFICATION? | NUMBER OF INTERVIEWEES REFERRED BY |

| | | (YES/NO) | RECRUITMENT SOURCE |
|-----|--|----------|-----------------------|
| 8. | Non-Employee Referral | NO | 3 |
| 9. | Former Employee Re-Hire | NO | 0 |
| 10. | Internal Promotion/Transfer | NO | 1 |
| 11. | Radio Ad/On-Air KTGO-AM 1090 Email steve@flagfamily.com (701) 664-5846 | NO | 0 |
| 12. | Radio Ad/On-Air WZFG-AM 1100 Email steve@flagfamily.com (701) 356-4220 | NO | 0 |
| 13. | Word of Mouth | NO | 4 |
| 14. | Walk-in | NO | 0 |
| 15. | ND Workforce Connection Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507 1-701-328-2825 www.jobsnd.com | NO | 0 |
| 16. | MN Workforce 715 11th Street N, Suite 302, Moorhead, MN 56560-2086 218-287-5060 https://mn.gov/deed/business/finding-workers/ | NO | 0 |
| 17. | Company Website Careers Link https://www.am1100theflag.com/ | NO | 2 |
| 18. | Radio-Online http://menu.radio-online.com/cgi-bin/rolmenu.exe/menu | NO | 0 |
| 19. | Betterfargojobs.com http://betterfargojobs.com/ | NO | 0 |
| 20. | Tioga Tribune 101 2 nd St NE Tioga, ND 58852 http://www.journaltrib.com/newspapers/tioga-tribune/ 701-965-6088 | NO | 0 |

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|----|--|----|----|
| 21 | Jobs HQ – Forum Communications http://www.jobshq.com 888-514-4473 | NO | 0 |
| 22 | Social Media Career Opportunities Post - Facebook - https://www.facebook.com/pg/wzfgradio/jobs/ / | NO | 1_ |

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III. OUTREACH INITIATIVES*

| | TYPE OF OUTREACH INITIATIVE | DESCRIPTION OF ACTIVITY DURING REPORTING PERIOD |
|----|-----------------------------|--|
| 1. | Internship Program | <p>Bakken Beacon Media LLC and AM 1100 have an on-going internship program through which students interested in broadcasting careers are given the opportunity to gain hands-on experience through internships for academic credit, or no credit depending on the student. During this reporting period, Bakken Beacon Media LLC posted internship opportunities at North Dakota State University, Concordia College (MN) and Minnesota State University – Moorhead & Minnesota State Community & Technical College.</p> <p>Bakken Beacon Media LLC/AM 1100 recruited an intern from Moorhead State University to record news interviews around the area and create package reports for broadcast. Intern learned interview techniques and industry best practices. The internship evolved into video reporting and creating news and feature packages to share on social media.</p> <p>Bakken Beacon Media LLC President mentored Minnesota State University college students in the spring, interested in learning more about radio/digital media and journalism.</p> <p>During the 2018 elections in November, a Minnesota State University student participated in our broadcast event and assisted with social media and experienced/participated in a real world radio experience.</p> |
| 2. | Chamber of Commerce | <p>Bakken Beacon Media LLC participates in the West Fargo/Fargo/Moorhead Chamber of Commerce Business After Hours. Business After Hours is a great way to network with area businesses, talk shop with competing media outlets and engage with other small business owners from the area that also participate in this event.</p> |

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|----|--------------------------------|---|
| 3. | Training Program/Opportunities | Bakken Beacon Media LLC encourages (through word of mouth) high school students interested in radio to come shadow high school sports operations to see if they'd be interested in participating in a rotating schedule of operators to help board up high school games. Participants are compensated for their time. Some participants in this program are hired as part-time help. |
| 4. | Additional station functions | Bakken Beacon Media LLC regularly participates in station tours for area youth groups. Local elementary, middle and high schools are encouraged to bring a class in to shadow any aspect of the radio facility/operation they'd like, Cub Scout programs are welcome to watch a locally produced program and have a chance to record a short audio file which is emailed to them or their teacher to keep as a memento of their visit. |
| 5. | Community Forums | <p>AM 1100 created and participated in five community broadcast events. Three 90 minute special evening broadcasts relating to mental illness and the various impact, aspects and communities related stories. These broadcasts were partnered with area mental health experts. This years events took place in February, April and May.</p> <p>AM 1100 was invited to moderate and be the exclusive broadcast partner for a series community student success forums taking place in 2018 and 2019. The first forum in August highlighted healthy on-line relationships and consequences of inappropriate social media. Also helpful advice to parents on how to parent teenagers and social media issues. The second forum in November highlighted addiction and addictive behaviors. Students and parents shared experiences and community experts shared advice for both students and parents.</p> |

*Note that the communities of license of the stations located in this station employment unit are either located outside of a Metropolitan Statistical Area ("MSA") (Tioga) or are within an MSA of fewer than 250,000 persons (Dilworth/Fargo/Moorhead), and thus the station employment unit qualifies as located entirely within a "smaller market" for the purposes of EEO outreach efforts (two per two-year period). See 47 C.F.R. Section 73.2080(c)(2) and (e)(3).