

EEO PUBLIC FILE REPORTS

FOR

PROGRAMMERS BROADCASTING INC.

STATIONS KWGO-FM, KTZU-FM, KBTO-FM

This EEO Public File Report
Covers the Period
December 1, 2022 through November 30, 2023

Equal Employment Opportunity Public File Report

Stations KWGO-FM, KTZU-FM, KBTO-FM

Recruitment Activity Summary

December 1, 2022 to November 30, 2023

This EEO Public File Report is filed in the public inspection files of the Stations pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies

During the period ending on November 30, 2023, the Stations filled the following full-time vacancies:

Job Title

Full-time Staff Announcer (0)

Full-time Advertising Sales Representative (0)

2. Total Interviewees for Full-Time Vacancies

The Stations interviewed the following total number of people for all full-time vacancies during the period covered in this Report: (0)

3. Recruitment Sources

The stations have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees
1. Minot Daily News P.O. Box 1150 Minot, ND 58702 857-1900 fax: 857-1907 Minotdailynews.com	0
2. Job Service North Dakota 3416 N. Broadway Minot, ND 58703 857-7500 fax: 857-7550 Jobsnd.com	0
3. Minot State University, Broadcasting Dept 500 University Ave. West Minot, ND 58703 858-3175 Minotstateu.edu/brdstng Contact: Neil	0
4. Hometown Job Market website Hometownradiogroup.com/hometown-job-market	0
5. Facebook Employment Listings	0
6. On-air Employment Recruitment	0
7. Internal company listings	0

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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If you have questions concerning this Report, contact: Jean Kircher, Vice President Programmers Broadcasting.

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

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Job Title of Vacancy:

Staff announcer

Recruitment Source that Referred the Hiree:

Date Vacancy Opened:

Total Number of Persons Interviewed for the Vacancy:

Date Vacancy Filled:

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number or Recruitment Source Table)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
1.	0	yes
2.	0	yes
3.	0	yes
4.	0	yes
5.	0	yes
6.	0	yes
7.	0	yes

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Page 2 of 3

Job Title of Vacancy: Advertising Sales Rep.
Recruitment Source that Referred the Hiree: _____
Date Vacancy Opened: _____
Total Number of Persons Interviewed for the Vacancy _____
Date Vacancy Filled: _____

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number or Recruitment Source Table)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
1.	0	yes
2.	0	yes
3.	0	yes
4.	0	yes
5.	0	yes
6.	0	yes
7.	0	yes

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

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Job Title of Vacancy:

Advertising Sales Rep.

Recruitment Source that Referred the Hiree:

Date Vacancy Opened:

Total Number of Persons Interviewed for the Vacancy

Date Vacancy Filled:

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number or Recruitment Source Table)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
1.	0	yes
2.	0	yes
3.	0	yes
4.	0	yes
5.	0	yes
6.	0	yes
7.	0	yes

EXHIBIT B

MENU OPTION ACTIVITIES

The licensee has engaged in the following outreach activities during the period covered by this report:

Activity Classification	Type of Activity	Brief Description
Mentoring Program.	Year Round.	Provide general broadcast training and sales training to first time employees facilitated by both management and staff.
North Dakota State Fair radio exhibit booth.	Community outreach and engagement. July 19-27, 2023.	Station GM J. Davis and members of the announcing staff demonstrated live radio broadcasting to state fair attendees daily from 2-6pm. Staff answered the community's questions and concerns about careers in local radio.
Bottineau County Chamber of Commerce Economic Development Gathering.	Educational presentation on careers with Programmers Broadcasting held July 20 th and September 20 th , 2023.	Market Manager Rick Gustafson attended the Bottineau County EDC meetings. He was available to answer questions and provide materials on employment opportunities within radio broadcasting and with Programmers Broadcasting Inc.
ND Job Service Career Education Job Fair.	Multi-industry job fair geared toward individuals seeking employment throughout north central North Dakota March 23, 2023.	Stations co-sponsored the event. Operations Manager Chris Kelly and Sales Representative Renee Eschrich attended the job fair from 3:30-5:30 pm. Staff demonstrated live radio broadcasting as well as answered broadcast industry questions and inquiries of employment from job fair attendees.
Minot Chamber of Commerce annual Showcase of Business.	Business to business community outreach Nov. 16, 2023.	Operations Manager Chris Kelly and members of the Programmers Broadcasting staff attended the showcase of business to highlight the radio industry.