

**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, 2015 through November 30, 2016

## **Equal Employment Opportunity Public File Report**

### **Stations KWGO-FM, KTZU-FM, KBTO-FM**

#### *Recruitment Activity Summary*

December 1, 2015 to November 30, 2016

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, 2016, the Stations filled the following full-time vacancies:

Job Title

Full-time Staff Announcer (0)

Full-time Advertising Sales Representative (1)

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: (3)

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 Contact: Deb	0
2. Job Service North Dakota 3416 N. Broadway Minot, ND 58703 857-7500 fax: 857-7550 Contact: Kim	0
3. Minot State University, Broadcasting Dept 500 University Ave. West Minot, ND 58703 858-3175 Contact: Neil	0
4. Quentin Burdick Job Corps Center 1500 University Ave. West Minot, ND 58703 857-9600 fax: 838-9979 Contact: Lynn	0
5. Velva Area Voice 3 South Main Velva, ND 58790 338-2599 fax: 338-2705	0
6. allaccess.com	0
7. on-air employment advertising	3

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.

\* \* \* \* \*

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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<b>Job Title of Vacancy:</b>	<u>Advertising</u>	<u>Sales</u>
<b><u>Representative</u></b>		
<b>Recruitment Source that Referred the Hiree:</b>	<u>7</u>	
<b>Date Vacancy Opened:</b>	<u>7/15/2016</u>	
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<u>3</u>	
<b>Date Vacancy Filled:</b>	<u>8/1/2016</u>	

**Recruitment Sources Used to Fill the Vacancy**

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

## EXHIBIT B

### MENU OPTION ACTIVITIES

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

<b>Activity Classification</b>	<b>Type of Activity</b>	<b>Brief Description</b>
Business Showcase	Participated in MCC Showcase of Business November 17, 2016.	Provided informational booth about employment and business opportunities with KWGO/KTZU/KBTO at MCC Showcase of Business in the State Fair Center. Rick Gustafson GM, Kris Kelly OM and Staff attended.
Mentoring Program	Year Round.	Provide general broadcast training to first time employees facilitated by both management and staff.
Souris Valley United Way Live United Awards	Presentation on the partnership between Programmers Broadcasting and local non-profits like United Way. March 25, 2016	KWGO/KTZU/KBTO Air Personality Jeff Bliss presented a synopsis of the partnership the stations have with Souris Valley United Way including Holiday Hope during the holiday season to help the organization reach their annual goal. Stations were presented with a Live United award for their community service efforts.