

## Heartland Christian Broadcasters, Inc 2016 - Annual EEO Public File Report

The purpose of this EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station.

Employment Unit for purposes of the EEO Rules:

Call Sign	Community	FIN
KBHW-FM	International Falls, MN	42902
KXBR-FM	International Falls, MN	91083
KADU-FM	Hibbing, MN	32377

The information contained in this Annual EEO Report covers the time period from **January 25, 2016 to January 25, 2017**. Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

- A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

This Annual Report was placed in each station's public inspection file on **January 25, 2017** and posted on the stations' website, in accordance with the FCC's EEO Rules.

Full-time Positions Filled	0
Job Title and Date Filled	N/A
Recruitment Source	N/A
Referred the Person Hired	N/A