

**Radio Fargo-Moorhead, 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:

KQWB-FM, Breckenridge, MN (FIN: 64359)  
KBVB-FM, Barnesville, MN (FIN: 37001)  
KPFX-FM, Fargo, ND (FIN: 47310)  
KLTA-FM, Moorhead, MN (FIN: 21191)  
KQWB-AM, West Fargo, ND (FIN: 87146)  
KDLB-FM, Frazee, MN (FIN: 49094)

The information contained in this EEO Public File Report covers the period from December 1, 2021 to, and including, November 30, 2022. 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 December 1, 2022.



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**Appendix 2**

Radio Fargo-Moorhead, Inc.  
 Annual EEO Public File Report  
 Period Covered December 1, 2021 to November 30, 2022

Recruitment Source Information

Recruitment Source	Total Number of Interviewees	Full Time Position This Source as Utilized For
Radio Fargo-Moorhead, Inc. Internship Program 2720 7 <sup>th</sup> Avenue South Fargo, ND 58103 (701) 237-4500		On Air Programming Sales
North Dakota State University Athletic Dept. posted with many schools & universities & on-line sports job sites Fargo, ND 58105		On Air Programming
North Dakota Job Service – (Local Office) 1350 32 <sup>nd</sup> Street, SW Fargo, ND 58103 And Wahpeton, ND 58075 <a href="http://www.jobsnd.com">www.jobsnd.com</a> (701) 239 7300		All Positions
The Forum (newspaper) 101 5 <sup>th</sup> Street North Fargo, ND 58102 <a href="http://www.in-fourm.com">www.in-fourm.com</a> classified ads – (701)241-5500		All Positions
Station on Air Announcements: KLTA-FM, KBVB-FM, KPFX-FM, KQWB-FM, KQWB-AM Nancy Odney – (701)237-4500		All Positions
On-Line Advertisements <a href="http://www.fargojobs.com">www.fargojobs.com</a> Nancy Odney-(701)237-4500		All Positions
Linkedin.com <a href="http://www.linkedin.com">www.linkedin.com</a>		All Positions

<p>On-Line Advertisements  <a href="http://www.CountryAirchecks.com">www.CountryAirchecks.com</a>  John Austin – 701-237-4500</p>		On Air Programming
<p>All Access.com  28955 Pacific Coast Highway  Malibu, CA 90265  Contact: Joel Denver  <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a></p>		On Air Programming
<p>Referrals  Radio Fargo-Moorhead, Inc.  2720 7<sup>th</sup> Avenue South  Fargo, ND 58103  (701) 237-4500</p>		All Positions
<p>Radio FM Media and ND Job Services presented two job fairs called “Hired”, one in January 2022 and one in August 2022 with 500 people attending and about 70 booths at each job fair including our booth and registration.</p>		All Positions
<p>Station Walk In  Radio Fargo-Moorhead, Inc.  Resumes  Nancy Odney (701) 237-4500</p>		On Air Programming
<p>Rasmussen College  Job Placement Office  4012 19<sup>th</sup> Avenue SW  Fargo, ND 58103  (701) 277-3889</p>		Sales Positions
<p>Concordia College  Job Placement Office  901 8<sup>th</sup> Street South  Moorhead, MN 56560  (218) 299-4000</p>		Sales Positions
<p>Minnesota State University  Job Placement Office  1104 7<sup>th</sup> Avenue South  Moorhead, MN 56560  (218) 477-4000</p>		Sales Positions
<p>North Dakota State University  Career Center  306 Ceres Hall  Fargo, ND 58108  (701) 231-7111</p>		All Positions
<p>Tri-College Career &amp; Internship Fair</p>		All Positions

Re-hire	1	All Positions
Learfield www.straatalent.com	20	Programming Positions

Total number of Interviewees for all positions: 21

No organizations have requested notification of all job openings. Thus, all of the sources listed above were selected by the Employment Unit

**Appendix 3**

Radio Fargo-Moorhead, Inc.  
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**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken**

Radio Fargo-Moorhead, Inc. 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) Internship Programs (73.2080(c) (2) (v)). The program is designed to help college students acquire skills needed to obtain broadcast employment. Area colleges, including North Dakota State University, Concordia College, and Minnesota State University Moorhead, are notified of the opportunity to participate. Radio Fargo-Moorhead, Inc. also utilized their respective on-line websites and radio station social media to solicit for Interns. The interns are given the chance to explore various areas of broadcast and promotional employment. We employ them on a part time basis. We contacted the mass communications department at the colleges and spoke with the directors of those programs for students and spoke at one of the mass communication's classes. We are the voice of the NDSU Bison and our two staff members interview student athletes and inform them of our internship program. We had one of the NDSU Bison Football Team players work with us June, July and August this year. They work out two times a day with the team and we employ them middays for board operation and on air announcing.
- 2) Radio Station Building Tours (73.2080(c) (2) (xi)). This program offers area schools and students, area day care facilities, Girl Scout Troops, Boy Scout Troops and Assisted Leaving Facilities the opportunity to tour the Stations' broadcast facilities and talk to on-air staff to learn about the broadcast industry. Area listeners have used this as an opportunity to learn more about careers in broadcasting, to meet on air personalities at the stations and to earn their Media Badge. We have opened our conference room for various charities, girl scouts and networking groups to hold meetings. This year we had a Girl Scout Troup and Six Networking Groups tour our broadcast center and they held meetings after the tour in our multi purpose room.
- 3) Career Days Outreach (73.2080(c) (2) (xvi)). The program is designed to help area students to understand the skills needed to obtain broadcast employment. We reached out to NDSU, MSUM and Concordia College Communications Departments and volunteered to come to their class to speak about audio, broadcast and sports broadcasting. We had an on air personality and Influencer visit one class at Concordia College. The students participated in a question and answer session to help students understands the current environment of the broadcast industry and how we are evolving.

- 4) Radio Fargo-Moorhead, Inc. Job Fair (73.2080(c)(2)(i)). Radio Fargo Moorhead sponsored and organized two local job fairs annually. We call this event “Hired”. Various Employees from the programming, sales and promotions department attended the Radio Fargo-Moorhead, Inc. Job Fairs at the Delta Hotels by Marriott Fargo in January 2022 and August 2022. The station employees attended the Job Fair to solicit for on-air talents, sales positions and promotions at the stations and to accept resumes from interested applicants.