

**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, 2022, to and including, November 30, 2023. 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, 2023.

**Radio Fargo-Moorhead, Inc.**

**Appendix 1**

Radio Fargo-Moorhead, Inc.  
Annual EEO Public File Report  
Period Covered December 1, 2022 to November 30, 2023

Vacancy Information:

Full Time Positions By Job Title	Recruitment Source Hire	Total Number of Interviewees from all recruitment sources
Account Executive, Sales	<a href="http://www.linkedin.com">www.linkedin.com</a>	8
Account Executive, Sales	www.linkedin.com	5
On-air (Fargo) – NDSU Bison Play by Play Voice for Football and Men’s Basketball and Sports Director for KQWB AM, Bison 1660. All applicants directed to apply through the Learfield portal <a href="http://www.straatalent.com">www.straatalent.com</a> .	<a href="http://www.straatalent.com">www.straatalent.com</a>	12
On Air Position	Referral	12
Interactive Director/Digital Sales	Rehire	1

Total number of Interviewees for all positions: 38

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**Appendix 2**

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**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. and Learfield posted with many schools & universities & on-line sports job sites Fargo, ND 58105		On Air Programming
Sportscaster Talent Agency of America www.staatalent.com North Dakota	12	On Air Programing
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 Jessica Benson – (701)237-4500	4	All Positions
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
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> Nancy Odney – (701)237-4500	7	All Positions

On-Line Advertisements <a href="http://www.CountryAirchecks.com">www.CountryAirchecks.com</a> John Austin – 701-237-4500		On Air Programming
All Access.com 28955 Pacific Coast Highway Malibu, CA 90265 Contact: Joel Denver <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a>	7	On Air Programming
Referrals Radio Fargo-Moorhead, Inc. 2720 7 <sup>th</sup> Avenue South Fargo, ND 58103 (701) 237-4500	7	All Positions
Radio FM Media and ND Job Services presented two job fairs called “Hired”, one in January 2023 and one in August 2023 with 500 people attending and about 70 booths at each job fair including our booth and registration.		All Positions
Station Walk In Radio Fargo-Moorhead, Inc. Resumes Nancy Odney (701) 237-4500		On Air Programming
Concordia College Job Placement Office 901 8 <sup>th</sup> Street South Moorhead, MN 56560 (218) 299-4000		All Positions
Minnesota State University- Moorhead Job Placement Office 1104 7 <sup>th</sup> Avenue South Moorhead, MN 56560 (218) 477-4000		Sales Positions
North Dakota State University Career Center 306 Ceres Hall Fargo, ND 58108 (701) 231-7111		Sales Positions
Tri-College Career & Internship Fair		All Positions
Re-hire	1	All Positions

Total number of Interviewees for all positions: 38

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

**Appendix 3**

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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 are the voice of the North Dakota State University Bison and our two staff members interview student athletes and inform them of our internship program. All of the coaches at the various sports at NDSU also are informed that we have internships and communicate that to any student athletes that are interested in broadcasting. We had a programming intern on the KLTA-FM morning show from March 2023 through October 2023. In September 2022 we hired an intern part time in engineering, and he is still with Radio Fargo Moorhead as of the time of this report.
  
- 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 Marketplace for Kids use our facility on May 20, 2023 to video and plan for this regional event to teach kids about various occupations including broadcasting. On February 16, 2023, we hosted Girl Scout Troop 30293 for the kickoff of Girl Scout Cookie Season. They toured Radio Fargo Moorhead and recorded interviews on KPFX FM and KLTA FM. On February 17, 2023, we hosted Maris Academy through the Boys & Girls Club of the Red River Valley (grades 8-12, boys and girls). The academy is for students to explore different career opportunities. We did a complete presentation of how we sell our stations; a tour of Radio Fargo Moorhead's broadcast facilities and equipment and they recorded 30 second ads. On April 19, 2023, and May 24, 2023, Moose Johnson of KPFX FM gave tours and presentations to groups from Community Living Services, which supports people with disabilities.

- 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 James Tyler; an on-air personality and Influencer visit one class at Concordia College in April 2023. The students participated in a question-and-answer session to help students understand the current environment of the broadcast industry and how we are evolving. Chris Hanson, our KBVB FM morning host spoke about radio broadcasting at two – forty-five minutes sessions for Davies High School Career Day on April 19, 2023.
  
- 4) Radio Fargo-Moorhead, Inc. Job Fairs (73.2080(c)(2)(i)). Radio Fargo Moorhead sponsored and organized two local job fairs this year. We call these events “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 on January 17, 2023, and August 15, 2023. The station employees attended the Job Fairs to solicit for on-air talents, sales positions, and promotions at the stations and to accept resumes from interested applicants.