

**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, 2024, to and including, November 30, 2025. 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, 2025.

**Radio Fargo-Moorhead, Inc.**

**Appendix 1**

Radio Fargo-Moorhead, Inc.  
Annual EEO Public File Report  
Period Covered December 1, 2024 to November 30, 2025

Vacancy Information:

Full Time Positions By Job Title	Recruitment Source Hire	Total Number of Interviewees from all recruitment sources



Recruitment Source	Total Number of Interviewees	Full Time Position This Source is 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
Media Jobs Report 352-727-0084 Mediajobsreport.com		On Air Programming
Jeff Johnson Alan Burns Programming Consultant 420-647-6666 Networking		On Air Programming
Linkedin.com <a href="http://www.linkedin.com">www.linkedin.com</a> Nancy Odney – (701)237-4500	3	Sales Executive
On-Line Advertisements <a href="http://www.CountryAirchecks.com">www.CountryAirchecks.com</a> John Austin – 701-237-4500		On Air Programming
Ramp Kevin Carter, Partner 661-294-9408 <a href="mailto:Kevin@RAMP247.com">Kevin@RAMP247.com</a> Steve Resnik, Partner 818-951-6700 <a href="mailto:The45king@aol.com">The45king@aol.com</a> 25876 The Old Road, #254 Valencia, CA 91381		On Air Programming
Referrals Radio Fargo-Moorhead, Inc. 2720 7 <sup>th</sup> Avenue South Fargo, ND 58103 (701) 237-4500	1	All Positions
Radio FM Media and ND Job Services presented two job fairs called “Hired”, one on February 19, 2025 and one on August 13, 2025 with 500 people attending and about 70 booths at each job fair including our booth and registration.		All Positions
Indeed <a href="https://indeed.com">https://indeed.com</a> Radio Fargo-Moorhead, Inc. Jessica Benson, DOS (701) 237-4500	4	Sales Executive

Concordia College Job Placement Office 901 8 <sup>th</sup> Street South Moorhead, MN 56560 (218) 299-4000 Handshake		All Positions
Minnesota State University-Moorhead Job Placement Office 1104 7 <sup>th</sup> Avenue South Moorhead, MN 56560 (218) 477-4000 Handshake		All Positions
North Dakota State University Career Center 306 Ceres Hall Fargo, ND 58108 (701) 231-7111 Handshake		All Positions
University of North Dakota Career Center 2901 University Avenue Grand Forks, ND 58202 701-777-2117 <u>Handshake</u>		All Positions
Re-hire		All Positions

Total number of Interviewees for all positions: 8

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

**Radio Fargo-Moorhead, Inc.**

### **Appendix 3**

Radio Fargo-Moorhead, Inc.  
Annual EEO Public File Report  
Period Covered December 1, 2024 to November 30, 2025

#### 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 in sport broadcasting and communicate that to student athletes that are interested in communications/broadcasting. Our two new interns are part time co-hosts for Hotline after the NDSU Football games. They played for the NDSU Bison Football team in 2024 as a linebacker and defensive end and reached out to our sports department due to the outreach we have to the student athletes for recruitment. They began their internships August 15, 2025 and are still working for the stations at the time of this report. We also had nine part time positions for our promotion internships for Ribfest, June 3 – June 7, 2025. We use our radio station's social media to recruit students to work our promotions and events.

2. Radio Station Building Tours and Interviews (73.2080(c) (2) (xi)). This program offers area schools and students, area day care facilities, Girl Scout Troops, Boy Scout Troops and Assisted Living 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. They all tour Radio Fargo Moorhead broadcast facilities while in our office and broadcast center. We hosted four tour groups from Red Rive Human Services this year. Red River Human Services is a private non-profit organization supporting people with intellectual/developmental disabilities in Fargo and West Fargo. The tours were March 5, March 12, March 19 and March 26, 2025. 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. We showed all of these groups the power of radio's reach and encouraged them to be leaders of the future.

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 via a letter and volunteered to come to their class to speak about audio, broadcast and sports broadcasting. We also let teachers know that we would love to talk to their classes about broadcasting. Chris Hanson, our KBVB FM morning host spoke to 100 Central Cass Middle School 5<sup>th</sup> graders who came to our offices/studios and toured our broadcast facility on April 16, 2025. There were 100 students that were bused to our facility from Casselton, ND in our metro. The students participated in a question-and-answer session to help students understand the current environment of the broadcast industry, a presentation of our radio stations and how audio is evolving.

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 Avalon Event Center on February 19, 2025, and August 13, 2025. The Director of Sales, The COO and Program Directors of Radio FM

Media attended the Job Fairs to solicit for on-air talents, sales positions, and promotions at the stations and to accept resumes from interested applicants.

5. Almost every week on KBVB FM, KLTA FM, KPFX FM and KQWB AM, we have charity groups or organizations doing interviews on our stations and touring our broadcast facilities. These interviews are recorded and then played the next day. They are to promote charity and other events in the market. We also have many of our personalities emceed charity events in the community every month. It's an outreach to many groups and businesses both non profit and commercial which helps us reach people who are interested in sports broadcasting, radio programming and on air and sales.