

KTGO(AM), WZFG(AM), and Employees of WDAY(AM)¹
EEO Public File Report
December 1, 2020 - November 30, 2021

I. FULL-TIME POSITION VACANCY LIST

Job Title	RS Contacted to Fill Vacancy	RS that Referred Hiree
Chief Meteorologist	1, 2, 8, 11-15	15
Meteorologist	1, 2, 8, 9, 11-15	9
Front Desk Coordinator	1-4, 8-15	15
Sales Manager	1-4, 8-15	4
Digital/Video Coordinator	1-3, 7-9, 11-16	16
Morning Show Host/News Reporter	4*	4
Sales Manager	1-3, 6-8, 11-15	6
On-Air Talent/Show Host	9*	9
News Anchor/Reporter	9*	9

* Exigent circumstances

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II. MASTER RECRUITMENT SOURCE LIST

¹ Effective November 9, 2020, Bakken Beacon Media LLC entered into a local marketing agreement to provide programming and certain services to WDAY(AM).

RS No.	RS Information	RS Entitled to Vacancy Notification?	No. of Interviewees Referred by RS Over Reporting Period
1.	All Access www.allaccess.com	No	0
2.	TV and Radio Jobs http://tvandradiojobs.com/	No	0
3.	Employee Referral	No	2
4.	Non-Employee Referral	No	2
5.	Former Employee Rehire	No	0
6.	Internal Promotion/Transfer	No	1
7.	On-Air Announcement (WDAY(AM))	No	0
8.	On-Air Announcement (WZFG(AM))	No	1

9.	Word-of-Mouth	No	3
10.	Walk-in	No	0
11.	ND Workforce Connection Job Service North Dakota www.jobsnd.com	No	0
12.	Company Website Careers Link https://www.am1100theflag.com/	No	0
13.	Facebook (WZFG(AM) page) https://www.facebook.com/pg/wzfgradio/jobs	No	0
14.	North Dakota Broadcasters Association https://www.ndba.org/files/broadcast-jobs/	No	0
15.	Indeed.com https://www.indeed.com/	No	6
16.	Preference Employment Solutions www.PreferenceEmploymentSolutions.com	No	3
Total Interviews Over Reporting Period:			18

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III. OUTREACH INITIATIVES

	TYPE OF UTREACH INITIATIVE	DESCRIPTION OF ACTIVITY DURING REPORTING PERIOD
1.	Participate in programs/events for or on behalf of educational institutions or community organizations	<p>Bakken Beacon Media LLC has an on-going internship program through which students interested in broadcasting careers are given the opportunity to gain hands-on experience.</p> <p>During this reporting period, Bakken Beacon Media hosted four area students from the following colleges who worked in the following departments during the dates listed:</p> <p>Minnesota State University Moorhead - News Department - January 11th, 2021 to May 31st, 2021.</p> <p>Minnesota State University Moorhead - News Department - January 11th, 2021 to May 31st, 2021.</p> <p>University of North Dakota - Weather Department - October 30th, 2021 to present.</p> <p>North Dakota State University - Sales Department - June 2nd, 2021 to August 11th, 2021.</p>
2.	Participate in programs/events for or on behalf of educational institutions or community organizations	<p>Bakken Beacon Media LLC participates in the West Fargo/Fargo/Moorhead Chamber of Commerce Business After Hours. Business After Hours is a great way to network with area businesses, talk shop with competing media outlets and engage with other small business owners from the area that also participate in this event. There are also opportunities to talk about employment opportunities who are seeking work or want to learn more about our industry.</p> <p>During this reporting period, our Digital Sales Manager attended an After Hours meeting on October 7th, 2021 at the Hilton Garden Inn in Fargo.</p>