

KTGO(AM), WZFG(AM), and Employees of WDAY(AM)¹
EEO Public File Report
December 1, 2021 - November 30, 2022

I. FULL-TIME POSITION VACANCY LIST

Job Title	RS Contacted to Fill Vacancy	RS that Referred Hiree
News Producer/Operator	1, 5, 9, 12, 13, 17	5
Account Executive	5, 12, 15, 16	16
Sales & Traffic Coordinator	1, 3, 12, 13, 17	3
Account Executive	3*	3
Director of Business Operations & Strategy	6*	6
Office Coordinator	4, 7, 8, 12, 15	8
Traffic & Billing Manager	3*	3
Operations & Sports Coordinator	6*	6

* Exigent circumstances

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

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II. MASTER RECRUITMENT SOURCE LIST

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	5
4.	Non-Employee Referral	No	1
5.	Application on file from prior recruitment	No	4
6.	Internal Promotion/Transfer	No	2
7.	On-Air Announcement (WDAY-AM)	No	0
8.	On-Air Announcement (WZFG-AM)	No	2
9.	Word-of-Mouth	No	1
10.	Walk-in	No	0
11.	Job Service North Dakota www.jobsnd.com	No	0
12.	Company Website Careers Link https://www.flagfamily.com/careers	No	0
13.	Facebook (WZFG(AM) page) https://www.facebook.com/theflagwzfg/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	0
16.	Preference Employment Solutions www.PreferenceEmploymentSolutions.com	No	2
17.	Facebook (WDAY page) https://www.facebook.com/970wday/jobs	No	0
Total Interviews Over Reporting Period:			17

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III. OUTREACH INITIATIVES

	TYPE OF OUTREACH 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 participates in various events for community groups or educational institutions where company personnel are able to share information about their job and other careers within the broadcast industry. During the reporting period, Bakken Beacon Media participated in these events:</p> <ul style="list-style-type: none"> ● September. 12, 2022: Presentation to local Boy Scout troop by Chief Meteorologist ● October 21, 2022: Presentation to college Broadcast Meteorology class by Meteorologist
2.	Internship program	<p>Bakken Beacon Media has an on-going internship program through which students interested in broadcasting careers are given the opportunity to gain hands-on experience in their assigned department.</p> <p>During the reporting period (specifically, May 2021-May 2022 and May 2022-present), Bakken Beacon Media hosted two interns from the University of North Dakota in the Weather Department. Interns' responsibilities included recording radio weather forecasts and updating forecasts on station websites. The interns were supervised by members of our Weather Department.</p>

3.	Training program for station personnel	<p>Bakken Beacon Media is committed to the success of station personnel, and to that end provides numerous opportunities for staff to develop their skills and work toward career advancement. During the reporting period, Bakken Beacon Media provided the following training opportunities for staff:</p> <ul style="list-style-type: none">● Digital Media training courses for Website & Social Media Coordinator● Third-party talent consulting and coaching for on-air and production staff● Third-party sales coaching and training for sales staff● Participation in industry sales and marketing conference by Sales Manager and General Manager
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