

KTGO(AM), WZFG(AM), and Employees of WDAY(AM)¹
EEO Public File Report
December 1, 2019 - November 30, 2020²

I. FULL-TIME POSITION VACANCY LIST

Job Title	RS Contacted to Fill Vacancy	RS that Referred Hiree
Sales Executive	5-8, 11-13, 15, 17, 18, 23	8
Sports Director	3, 5-7, 10, 12-15, 17, 18, 22, 24	10
Office Coordinator	7, 8, 12, 13, 15-17	7
News Director	5, 6, 12, 15-18, 22, 24, 25	5
News Reporter	5-8, 13, 15, 17, 18, 21, 22, 24, 25	25
Sales Associate	7, 8, 13, 14	13

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

² This Report was revised in June 2021 to address reporting and formatting issues.

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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.	North Dakota State University Career Center 306 Ceres Hall NDSU Dept. 5280 PO Box 6050 Fargo, ND 58102 701-231-7111 www.ndsu.edu/career/	No	0
2.	Concordia College Career Center Concordia College Academy 101 901 8th St S Moorhead MN 56562 218-299-3020 career@cord.edu	No	0
3.	Minnesota-State-University Moorhead Career Center 1104 7th Ave South Moorhead, MN 56563 1-800-593-7246 www.Mnstate.edu/career	No	0
4.	The Forum 101 5th Street North Fargo, ND 58102 701-235-7311 classifieds@forumcomm.com , www.inforum.com	No	0
5.	All Access www.allaccess.com	No	3
6.	TV and Radio Jobs http://tvandradijobs.com/	No	1
7.	Employee Referral	No	5
8.	Non-Employee Referral	No	4
9.	Former Employee Re-Hire	No	0
10.	Internal Promotion/Transfer	No	1
11.	On-Air Announcement (KTGO(AM))	No	0
12.	On-Air Announcement (WZFG(AM))	No	3

RS No.	RS Information	RS Entitled to Vacancy Notification?	No. of Interviewees Referred by RS Over Reporting Period
13.	Word-of-Mouth	No	2
14.	Walk-in	No	0
15.	ND Workforce Connection Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507 1-701-328-2825 www.jobsnd.com	No	0
16.	MN Workforce 715 11th Street N, Suite 302, Moorhead, MN 56560-2086 218-287-5060 https://mn.gov/deed/business/finding-workers/	No	0
17.	Company Website Careers Link https://www.am1100theflag.com/	No	0
18.	Radio Online http://menu.radio-online.com/cgi-bin/rolmenu.exe/menu	No	0
19.	Better Fargo Jobs http://betterfargojobs.com/	No	0
20.	Tioga Tribune 101 2nd St NE Tioga, ND 58852 701-965-6088 http://www.journaltrib.com/newspapers/tioga-tribune/	No	0
21.	Jobs HQ – Forum Communications 888-514-4473 http://www.jobshq.com	No	0
22.	Facebook (WZFG(AM) page) https://www.facebook.com/pg/wzfgradio/jobs	No	0
23.	Facebook (KTGO(AM) page) https://www.facebook.com/pg/theflagktgo/jobs/	No	0
24.	North Dakota Broadcasters Association https://www.ndba.org/files/broadcast-jobs/	No	0
25.	Indeed.com https://www.indeed.com/	No	4
Total Interviews Over Reporting Period:			23

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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	In August 2020, a community member participated in a job shadow at our stations to learn first-hand how our Saturday sports operation works. The community member gained a “behind the scene” perspective on our sports programming and had the opportunity to ask questions about careers in broadcasting.
2.	Participate in programs/events for or on behalf of educational institutions or community organizations	<p>Bakken Beacon Media LLC regularly participates in station tours for area youth groups. Local elementary, middle and high schools are encouraged to bring a class in to shadow any aspect of our operations.</p> <p>During this reporting period, our station had a flagpole installed. On multiple occasions, school groups and cub scouts visited our facilities for a lesson in flag etiquette and to tour our studios for a behind the scenes look at a radio and digital media operation.</p>
3.	Participate in programs/events for or on behalf of educational institutions or community organizations	Our SEU moderated and served as the exclusive broadcast partner for a community student success forum that took place on February 4, 2020 at Sheyenne High School in West Fargo. The forum highlighted positive choices students can make to assist them as they pursue careers, and students also had the opportunity to ask questions about careers in broadcasting.