

EEO Narrative Statement

Northern Community Radio Inc.

KAXE(FM), Grand Rapids, MN (Facility ID No. 49540)

KBXE(FM), Bagley, MN (Facility ID No. 172756)

Northern Community Radio Inc. (“Licensee”) has taken a number of efforts to achieve broad and inclusive outreach for stations KAXE and KBXE (collectively, the “Stations”) over the period of time covered by this report. In addition to Licensee’s broad outreach to fill specific open positions at the Stations, Licensee has participated in several outreach activities over the past 2 years as detailed in the Stations’ 2018-2019 and 2019-2020 Annual EEO Reports attached to this EEO Program Report (FCC Form 2100 – Schedule 396).

Licensee places radio advertisements of job openings on each of the Stations and the Stations’ websites. Licensee believes that, through the steps described above, it has succeeded in achieving broad and inclusive outreach in its hiring practices.