

**EEO PUBLIC FILE REPORT BAKKEN BEACON MEDIA, LLC
 TIOGA, NORTH DAKOTA/DILWORTH, MINNESOTA
 KTGO-AM/WZFG-AM
 EEO PUBLIC FILE REPORT FOR THE PERIOD
 DECEMBER 1, 2018 - NOVEMBER 30, 2019**

FULL-TIME POSITION VACANCY LIST

JOB TITLE	DATE HIRED	RECRUITMENT SOURCES CONTACTED TO FILL VACANCY	REFERRAL SOURCES (RS) OF INTERVIEWEES [AND NUMBER OF INTERVIEWEES BY REFERRAL SOURCE]	RECRUITMENT SOURCE WHICH REFERRED HIREE	TOTAL INTERVIEWED FOR POSITION
Sports Director	06/10/2019	5,6,7,8,9,12,13,15, 17, 18, 22	RS 5:1 RS 7:1 RS 8:1 RS 22:1	22	4
General Manager	08/05/2019	5,6,7,10,11,13,14, 15, 17, 18, 20, 23	RS 5:2 RS 10:1	5	3
Operator/Producer	08/22/2018	5,6,7,10,12,13,15, 17,18, 22	RS 10:2 RS 22:1	10	3

Number of total candidates interviewed to fill the full-time job vacancies listed above: **10 KTGO(AM), Tioga, North Dakota/WZFG(AM), Dilworth, Minnesota**

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I. RECRUITMENT SOURCE LIST

RECRUITMENT SOURCE NUMBER	RECRUITMENT SOURCE INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO)	NUMBER OF INTERVIEWEES REFERRED BY RECRUITMENT SOURCE
1.	North Dakota State University Career Center 306 Ceres Hall NDSU Dept. 5280 PO Box 6050 Fargo, ND 508 701-231-7111 www.ndsu.edu/career/	NO	0
2.	Concordia College Career Center Concordia College Academy 101 901 8th St S Moorhead MN 56562 Phone: 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 5 th Street North Fargo, ND 58102 701-235-7311 classifieds@forumcomm.com www.inforum.com	NO	0
5.	AllAccess.com www.allaccess.com	NO	3
6.	TVandRadioJobs.com http://tvandradiojobs.com/	NO	0
7.	Employee Referral	NO	1

RECRUITMENT SOURCE NUMBER	RECRUITMENT SOURCE INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION?	NUMBER OF INTERVIEWEES REFERRED BY
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		(YES/NO)	RECRUITMENT SOURCE
8.	Non-Employee Referral	NO	1
9.	Former Employee Re-Hire	NO	0
10.	Internal Promotion/Transfer	NO	3
11.	Radio Ad/On-Air KTGO-AM 1090 Email steve@flagfamily.com (701) 664-5846	NO	0
12.	Radio Ad/On-Air WZFG-AM 1100 Email steve@flagfamily.com (701) 356-4220	NO	0
13.	Word of Mouth	NO	0
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.	Betterfargojobs.com http://betterfargojobs.com/	NO	0

20.	Tioga Tribune 101 2 nd St NE Tioga, ND 58852 http://www.journaltrib.com/newspapers/tioga-tribune/ 701-965-6088	NO	0
21	Jobs HQ – Forum Communications http://www.jobshq.com 888-514-4473	NO	0
22	Social Media Career Opportunities Post - Facebook - https://www.facebook.com/pg/wzfgradio/jobs/	NO	1
23	Social Media Career Opportunities Post – Facebook - https://www.facebook.com/pg/theflagktgo/jobs/	NO	0

KTGO(AM), Tioga, North Dakota/WZFG(AM) Dilworth, Minnesota

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II. OUTREACH INITIATIVES*

	TYPE OF OUTREACH INITIATIVE	DESCRIPTION OF ACTIVITY DURING REPORTING PERIOD
1.	Internship Program	<p>Bakken Beacon Media LLC and AM 1100 have an on-going internship program through which students interested in broadcasting careers are given the opportunity to gain hands-on experience through internships for academic credit, or no credit depending on the student. During this reporting period, Bakken Beacon Media LLC posted internship opportunities at North Dakota State University, Concordia College (MN) and Minnesota State University – Moorhead & Minnesota State Community & Technical College.</p> <p>Bakken Beacon Media LLC/AM 1100 recruited an intern from Moorhead State University to record news interviews around the area and create package reports for broadcast. Intern learned interview techniques and industry best practices. The internship evolved into video reporting and creating news and feature packages to share on social media. Eventually this intern was hired as a part-time employee to help with the demand on our video/web/social media department.</p>
2.	Chamber of Commerce	<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 employment opportunities and folks attending who are seeking work or want to learn more about our industry.</p>
3.	Training Program/Opportunities	<p>Bakken Beacon Media LLC encourages (through word of mouth) high school students interested in radio to come shadow high school sports operations to see if they'd be interested in participating in a rotating schedule of operators to help board up high school games. Students learn valuable real-world skills about working within a business, plus a hands-on opportunity to run the equipment. This is a non-paid opportunity for interested individuals who don't attend a local university.</p>

4.	Additional station functions	<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 the radio facility/operation they'd like, Cub Scout programs are welcome to watch a locally produced program and have a chance to record a short audio file which is emailed to them or their teacher to keep as a memento of their visit.</p> <p>We attempted to participate in a recycled equipment program for an area school that was looking to create a radio control room at their campus. The program fell through, however we hope it resurfaces in 2020.</p>
5.	Community Forums	<p>AM 1100 was invited to moderate and be the exclusive broadcast partner for a series of community student success forums.</p> <p>The first forum in 2019 took place in February and highlighted social media and its impacts on undeveloped adolescent brains. The second forum in March also highlighted social media, and its addiction and addictive behaviors. The third forum was in April, and addressed mental health issues in our areas youth. Finally, in October another forum touched on social media and how parents can get involved in their kids social media habits and danger signs to watch for.</p>

*Note that the communities of license of the stations located in this station employment unit are either located outside of a Metropolitan Statistical Area ("MSA") (Tioga) or are within an MSA of fewer than 250,000 persons (Dilworth/Fargo/Moorhead), and thus the station employment unit qualifies as located entirely within a "smaller market" for the purposes of EEO outreach efforts (two per two-year period). See 47 C.F.R. Section 73.2080(c)(2) and (e)(3).