

EEO PUBLIC FILE REPORTS

FOR

PROGRAMMERS BROADCASTING INC.

STATIONS KWGO-FM, KTZU-FM, KBTO-FM

This EEO Public File Report
Covers the Period
December 1, 2019 through November 30, 2020

Equal Employment Opportunity Public File Report

Stations KWGO-FM, KTZU-FM, KBTO-FM

Recruitment Activity Summary

December 1, 2019 to November 30, 2020

This EEO Public File Report is filed in the public inspection files of the Stations pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies

During the period ending on November 30, 2020, the Stations filled the following full-time vacancies:

Job Title

Full-time Staff Announcer (0)

Full-time Advertising Sales Representative (1)

2. Total Interviewees for Full-Time Vacancies

The Stations interviewed the following total number of people for all full-time vacancies during the period covered in this Report: (2)

3. Recruitment Sources

The stations have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

| Recruitment Source | Total Number of Interviewees |
|--|------------------------------|
| 1. Minot Daily News P.O. Box 1150 Minot, ND 58702 857-1900 fax: 857-1907 Contact: Deb | 0 |
| 2. ND Workforce Connection Job Service North Dakota 3416 N. Broadway Minot, ND 58703 857-7500 fax: 857-7550 Contact: Kim | 6 |
| 3. Minot State University, Broadcasting Dept 500 University Ave. West Minot, ND 58703 858-3175 Contact: Neil | 0 |
| 4. Quentin Burdick Job Corps Center 1500 University Ave. West Minot, ND 58703 857-9600 fax: 838-9979 Contact: Lynn | 0 |
| 5. allaccess.com | 0 |
| 6. on-air employment advertising | 2 |
| 7. Internal company listings | 0 |

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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If you have questions concerning this Report, contact: Jean Kircher, Vice President Programmers Broadcasting.

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

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Job Title of Vacancy: Staff announcer
Recruitment Source that Referred the Hiree: _____
Date Vacancy Opened: _____
Total Number of Persons Interviewed for the Vacancy: _____
Date Vacancy Filled: _____

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone N umber or Recruitment Source Table) | Total Number of Interviewees Referred by the Source for the Vacancy | Did The Source Request Notification? |
|--|--|---|
| 1. | 0 | yes |
| 2. | 0 | yes |
| 3. | 0 | yes |
| 4. | 0 | yes |
| 5. | 0 | yes |
| 6. | 0 | yes |
| 7. | 0 | yes |

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Page 2 of 2

| | |
|--|-------------------------------|
| Job Title of Vacancy: | <u>Advertising Sales Rep.</u> |
| Recruitment Source that Referred the Hiree: | <u>6</u> |
| Date Vacancy Opened: | <u>1/17/2020</u> |
| Total Number of Persons Interviewed for the Vacancy | <u>2</u> |
| Date Vacancy Filled: | <u>1/29/2020</u> |

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone Number or Recruitment Source Table) | Total Number of Interviewees Referred by the Source for the Vacancy | Did The Source Request Notification? |
|---|--|---|
| 1. | 0 | yes |
| 2. | 6 | yes |
| 3. | 0 | yes |
| 4. | 0 | yes |
| 5. | 0 | yes |
| 6. | 2 | yes |
| 7. | 0 | yes |

EXHIBIT B

MENU OPTION ACTIVITIES

The licensee has engaged in the following outreach activities during the period covered by this report:

| Activity Classification | Type of Activity | Brief Description |
|--|---|--|
| Mentoring Program | Year Round. | Provide general broadcast training to first time employees facilitated by both management and staff. |
| Burdick Job Corps Career Training Center | Enhancing Career Placement Efforts. Feb 18, 2020. | PBI President John Kircher meets with community outreach and placement officials from Burdick Job Corp Center in Minot. The discussion centers on ways our radio stations can assist the Job Corp Center with job placement of students upon graduation. |
| Minot High School Entrepreneurship Class | Educational presentation on local media and marketing. Feb 5, 2020. | PBI President John Kircher addresses the morning Entrepreneurship class at Minot High School. Instructor Ben Berg and his students are given a presentation on local media, how radio stations are staffed, career fields in the broadcasting industry, and how local media helps keep the local community informed and entertained. |