

Paskvan Media Inc
2115 Washington Ave SE
Bemidji, MN 56601

Year 2020

EEO Public File Report for KPMI FM, KPMI AM, and WMIS FM

The stations listed above are one employment unit. We have accumulated relevant information for the past year and has placed this completed EEO Public File Report in the Public Inspection File on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During the Past Year

1. Job Title: SALES EXECUTIVE

2. Job Title:

3. Job Title:

4. Job Title:

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Sales Executive

Source	Contact	Address	Tel #	Person Hired?
Ads on Paskvan Media Stations	Mark Ricci	2115 Washington Ave. S.E.	(218)751-7777	No
Indeed	Web Site	www.indeed.com		no
Internship / Work-study	BSU Dr. Valica Boudry	1500 Birchmont Drive NE, #40 Bemidji, MN 56601	(218) 755-3904	No
Connect To Careers	https://app.joinhandshake.com/employers/389240	https://www.handshake.com/		YES

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year (This will be a raw number)

4

D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:

Source	Contact	Address	Tel #	# Interviewees
Ads on Paskvan Media Stations	Mark Ricci	2115 Washington Ave. S.E.	(218)751-7777	0
Indeed	Web Site	www.indeed.com		1
Internship / Work-study	BSU Dr. Valica Boudry	1500 Birchmont Drive NE, #40 Bemidji, MN 56601	(218) 755-3904	2
Connect To Careers	https://app.joinhandshake.com/employers/389240	https://www.handshake.com/		1
Bemidji State University	Career Services Decker Hall 202	Bemidji State University 1500 Birchmont Dr NE #18 Bemidji, MN 56601	(218) 755-2038	0

Outreach Activities: (See Attached)

Attached is a list and a brief description of all outreach activities performed during the past year.

**Outreach Activity Description Form for
KPMI AM & FM and WMIS FM**

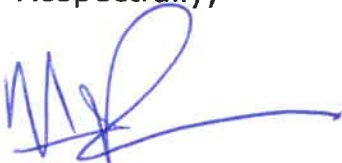
2020 Name of Activity: Internship Program

Paskvan Media Inc currently offers internship program(s) in association with Bemidji State University's (BSU) Integrated Media Department and Business Administration Department as well as the University of Minnesota and other Community Colleges and Technical College programs in the region, BSU's Integrated Media Department trains students for careers in the field of radio, television, and journalism. The Business Admin Dept. teaches students for careers in the field of business. Paskvan Media Inc management has developed a professional relationship and internship program in both departments.

In 2020, Paskvan Media Inc provided an opportunity for two internships. Two Interns filled this position. Both from BSU. All interns worked with and experienced many areas of the radio station, including announcing promotions and sales. Professors reviewed Paskvan Media Inc internship program from BSU's Integrated Media Department and Business Administration Department. They are satisfied with the Program and the training and experience the students received.

Based on the continuing internship programs, Paskvan Media Inc., the employment units for WMIS FM, KPMI FM, & KPMI AM, has fulfilled one of the two outreach requirements for EEO compliance for small market stations.

Respectfully,



Mark Ricci
General Manager
Paskvan Media Inc

**Outreach Activity Description Form for
KPMI FM, KPMI AM, and WMIS FM**

Year 2020

Name of Activity: Job Fair Attendance

Traditionally, we attend three job/fairs each year. Because of the Covid-19 pandemic, all job fairs were canceled this year.

We hope to attend these three job fairs and hiring events in 2021.

BSU/NTC Internship & Job fair. 10:00 am-1:00 pm in the Beaux-Arts Ballroom. Free to all students!

The Bemidji Regional Hiring Event by the Bemidji Chamber and 7000+ email subscribers of Career Force Bemidji by DEED).

Because of the COVID-19 pandemic, all job fairs in 2020 were canceled. Paskvan Media Inc., the employment unit for KPMI FM, WMIS FM, and KPMI AM, is fulfilling one of the outreach requirements for EEO compliance.

Respectfully,



Mark Ricci
General Manager
Paskvan Media, Inc.

**Outreach Activity Description Form for
KPMI FM, KPMI AM, and WMIS FM**

Year 2020 Name of Activity: Connect To Careers

Paskvan Media Inc is an active member of Connect To Careers. Each year our Internship positions are published on the Handshake interactive website. Partnering with all of the participating Minnesota State Universities

Based on participation in the Minnesota Broadcast Association Scholarship program, Paskvan Media, the employment units for WMIS FM and KPMI AM is fulfilling the outreach requirements for small market EEO compliance.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Mark Ricci', with a long horizontal flourish extending to the right.

Mark Ricci General Manager
Paskvan Media