

**December 1, 2018 – November 30, 2019**

This report was prepared and updated by Jim Birkemeyer, President of R & J Broadcasting, Inc. licensee of:

KRJB 106.5 FM -ADA, KRJM 101.5 FM -MAHNOMEN, KKCQ-FM – 96.7 FM -BAGLEY,

KKCQ-AM 1480 AM/99.7 FM -FOSSTON,

KKIN 930 AM -AITKIN, KKIN 94.3 FM -AITKIN, KLKS 100.1 FM -PEQUOT LAKES,

WWWI 1270 AM/103.1 FM -BAXTER, WWWI-FM 95.9 FM -PILLAGER, KFGI 101.5 FM -CROSBY

KSDM 104.1 FM -INTERNATIONAL FALLS, KGHS-AM 1230 AM/95.3 FM -INTERNATIONAL FALLS

Since its inception, R & J Broadcasting Inc (“the Company”) has been an Equal Opportunity Employer. We are committed to a policy of equal opportunity for all qualified individuals without regard to race, color, religion, national origin, sex, age, sexual orientation, physical or mental disability, or conditions specifically prohibited by federal, state, and local legislation.

R & J Broadcasting, Inc. seeks the assistance of organizations to help in our efforts for an effective, positive employment recruitment program which includes local newspapers, area high schools, colleges and universities, minority organizations, state broadcaster’s association, state and local employment agencies as well as its stations’ websites. To make this policy effective, and, within the rules and regulations of the Federal Communications Commission, R & J Broadcasting, Inc. has an Equal Employment Opportunity (EEO) program with Jim Birkemeyer, President of R & J Broadcasting, Inc. being responsible for the implementation. This non-discrimination policy has been widely distributed to all employees and managers and has been placed in the public inspection file as well as here on their website.

The policy is also stated in the R&J Broadcasting Inc. Policy/Procedure manual as follows:

“It is the policy of the Station to ensure equal employment opportunity to all employees and qualified applicants for employment without regard to race, age, religion, color, national origin, marital status, physical or mental handicap or disability, gender, sexual orientation, or covered veteran status. Positive action shall be taken to ensure the fulfillment of this policy in all employment areas including the following:

- \*Recruiting, advertising, or soliciting for employment.
  - \*Hiring, placement, upgrading, transfer or demotion.
  - \*Treatment during employment
  - \*Rates of pay or other forms of compensation.
  - \*Selection for training
  - \*Layoff or termination”
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Vacancies during this reporting period include:

**Employment Unit: KLKS, WWWI AM/FM, Brainerd, MN**

**10/7/19**

**On-air/sales person/news/sports**

Position remains unfilled and open to be reported in the 2019-2020 EEO Report for R&J Broadcasting Inc.

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**Employment Unit: KFGI, KKIN AM/FM, Aitkin, MN**

**3/25/19**

**News/sports announcer/sales person:**

A position for full-time, or part-time employment was offered for the time period of 3/25/19 – 5/31/19 and was advertised on Indeed.com, staatalent.com, R&J Broadcasting Inc. stations KFGI, KKIN AM/FM, KLKS, and WWWI AM/FM.

A total of 25 applications were received for the position (Indeed – 13, STAA – 12). Of those applicants, 8 males were interviewed. The position was offered to and accepted by 1 candidate. Employment began 6/1/19.

**6/1/19**

**On-air/sports announcer/sales person/news:**

A position for full-time or part-time employment was offered for the time period of 6/1/19 – 7/15/19 and was advertised on Indeed.com, staatalent.com, and on KFGI, KKIN AM/FM, KLKS, WWWI AM/FM Radio stations.

A total of 4 applications were received (STAA – 3, fore-mentioned R&J Broadcasting Inc. Stations – 1) and 3 male applicants were interviewed. One candidate was offered the position and began employment 7/12/19.

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**Employment Unit: KGHS-FM, KSDM-AM: International Falls, MN**

**06/01/19**

**Sports Broadcaster Full Time:**

A position for a full-time sports broadcaster was posted for the time period of 6/1/19 – 7/15/19 and was advertised on Indeed.com, KSDM/KGHS Radio Int'l Falls and the Daily Journal (Int'l Falls local newspaper).

A total of 16 applications were received for this position (Indeed – 14, KGHS/KSDM Radio – 2, all male). Interviews were conducted with 4 male applicants. The position was offered to 2 applicants and accepted by one. Employment began 10/9/19.

**06/01/19**

**Part-time salesperson:**

A position for a part time salesperson was posted for the time period of 6/1/19 – 1/15/19 and was advertised on Indeed.com, KSDM/KGHS Radio Int'l Falls and the Daily Journal (Int'l Falls local newspaper).

A total of 3 applications were received for this position (Indeed – 1, KGHS/KSDM Radio – 2, 2 males, 1 female). One female applicant was interviewed for the position was offered the position and accepted employment beginning 9/15/19.

**06/01/19**

**General Manager Vacancy:**

The General Manager of KGHS/KSDM retired effective May 31<sup>st</sup> in 2019. In anticipation of this vacancy, the GM Position was advertised 06/01/18 – 07/31/18 on-air on KGHS-AM & KSDM-FM, posted internally via memo to staff members, with Minnesota Broadcasters Association, Small Market Radio Newsletter, and Indeed.com as outlined in the R&J Broadcasting Inc. 2017/2018 EEO Report but remained open into 2019.

Original Applicant Details: Eleven applications received; 2 from SMNL (male), 2 from indeed.com (male), 5 from MBA (all male), 2 from internal (1 male, 1 female). Seven applicants were interviewed, position was offered, none hired.

Of the previous applicants, 7 were reconsidered, and 3 participated in follow-up interviews (2 males, 1 female). The position was offered to 1 male applicant and accepted.

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**Employment Unit: KRJB, KRJM, KKCQ AM/FM Ada, MN**  
**03/25/19**  
**Full or part time on-air/sports announcer**

R&J Broadcasting Inc. advertised for an on-air announcer, full or part time beginning 3/25/19 – 5/31/19. Position was advertised with Indeed.com, staatalent.com, on-air on KRJB, KRJM, and KKCQ AM/FM, and on rjbroadcasting.com.

A total of 42 applications were received (STAA – 12, Indeed.com – 30). Of the applications, 8 male applicants were interviewed. One applicant was offered and accepted the position to begin employment on 7/8/19.

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R & J Broadcasting, Inc. has a working relationship with these area agencies should there be openings:

Minnesota Broadcasters Association Linda Lasere 800-245-5838 3033 Excelsior Blvd. Suite 310 Minneapolis, MN 55416	NCTC 1101 Highway One East Radio Broadcast-Communications Academic Advisors Thief River Falls, MN 56701 218-681-0783	Bemidji State University Mass Communications Dept. 1500 Birchmont Dr. NE Bemidji, MN 56601 218-755-2915
Sanford-Brown College Mendota Heights 1345 Mendota Heights Road Mendota Heights, MN 55120	Sanford-Brown College Brooklyn Center 5951 Earle Brown Drive Brooklyn Center, MN 55430	Minnesota Work Force Center 1730 University Avenue Crookston, MN 56716 218-281-6020
MSUM-Moorhead 1104 7th Avenue South Moorhead, MN 56560 Mass Communications Dept. 218-477-2983	Norman County Index 307 West Main Street Ada, MN 56510 218-784-2541	Mahnomen Pioneer 207 NW Main Street Mahnomen, MN 56557 218-935-5296
Thirteen Towns of Fosston 118 Johnson Avenue North Fosston, MN 56542 218-435-1313	<a href="http://www.indeed.com">www.indeed.com</a>	Small Market Radio Newsletter <a href="http://Smallmarketradio.com">Smallmarketradio.com</a> <a href="mailto:mitchell@jaymitchell.com">mitchell@jaymitchell.com</a>
Sportscasters Talent Agency of America <a href="http://Staatalent.com">Staatalent.com</a>	R&J Broadcasting Inc. <a href="http://RJBroadcasting.com">RJBroadcasting.com</a> 218-784-2844	The Daily Journal <a href="http://IFallsJournal.com">IFallsJournal.com</a> 218-285-7411

For employment opportunities resumes may also be sent to:

R & J Broadcasting Inc.  
Attn: Jim Birkemeyer  
312 West Main Street  
Ada, MN 56510

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