

**EEO PUBLIC FILE REPORT BAKKEN BEACON MEDIA, LLC
TIOGA, NORTH DAKOTA/DILWORTH, MINNESOTA
KTGO-AM/WZFG-AM/EMPLOYEES OF WDAY-AM
EEO PUBLIC FILE REPORT FOR THE PERIOD
DECEMBER 1, 2019 - NOVEMBER 30, 2020**

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 HIRER | TOTAL INTERVIEWED FOR POSITION |
|--------------------|-------------------|--|--|--|---|
| Sales Executive | 12/16/2019 | 5,6,7,8,11,12,13,15, 17, 18, 23 | RS 8:3 RS 12:3 | 8 | 6 |
| Sports Director | 8/11/2020 | 3,5,6,7,10,12,13,14,15 17,18,22,24 | RS 5:2 RS 7:1 RS 10:1 | 10 | 4 |
| Office Coordinator | 3/16/20 | 7,8,12,13,15,16,17 | RS 7:2 RS 8:1 RS 13:1 | 7 | 4 |
| News Director | 11/18/20 | 5,6,12,15,16,17,18 22,24,25 | RS 5:1 RS 6:1 RS 25:2 | 5 | 4 |
| News Reporter | 11/18/20 | 5,6,7,8,13,15,17,18, 21,22,24,25 | RS 25:2 | 25 | 2 |
| Sales Associate | 11/23/20 | 7,8,13,14 | RS 7:1 RS 13:1 | 13 | 2 |

On November 6, 2020, Bakken Beacon Media LLC entered into a local marketing agreement to provide programming on WDAY(AM), Fargo, North Dakota.

Number of total candidates interviewed to fill the full-time job vacancies listed above: **14 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 | 1 |

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| 7. | Employee Referral | NO | 5 |
|---------------------------------|--------------------------------|---|--|
| RECRUITMENT SOURCE NUMBER | RECRUITMENT SOURCE INFORMATION | SOURCE ENTITLED TO VACANCY NOTIFICATION? | NUMBER OF INTERVIEWEES REFERRED BY |

| | | (YES/NO) | RECRUITMENT SOURCE |
|-----|---|----------|-----------------------|
| 8. | Non-Employee Referral | NO | 4 |
| 9. | Former Employee Re-Hire | NO | 0 |
| 10. | Internal Promotion/Transfer | NO | 1 |
| 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 | 3 |
| 13. | Word of Mouth | NO | 2 |
| 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 . | NO | 0 |

| | | | |
|-----|--|----|---|
| | exe/menu | | |
| 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/wzfradio/jobs/ | NO | 0 |
| 23 | Social Media Career Opportunities Post – Facebook - https://www.facebook.com/pg/theflagktgo/jobs/ | NO | 0 |
| 24 | North Dakota Broadcasters Association – Current Jobs Page - https://www.ndba.org/files/broadcast-jobs/ | NO | 0 |
| 25 | Indeed.com - https://www.indeed.com/ | NO | 4 |

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 has 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 recruited/posted for interns from Moorhead State University to record news interviews around the area and create package reports for broadcast. As in previous years, the goal is to teach an intern techniques and industry best practices for digital media, radio operations or engineering. Whatever the intern is most interested in. Many of our internship opportunities turn into paid part-time positions.</p> <p>During this EEO round, we did not successfully recruit an intern. We had some interest early in 2020, however by mid-March of 2020, we had no one interested.</p> |
| 2. | Chamber of Commerce | <p>In previous years, Bakken Beacon Media LLC participated 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> <p>During this EEO period, our staff was either unable to attend, or events were postponed.</p> |

| | | |
|----|--------------------------------|--|
| 3. | Training Program/Opportunities | 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 do not attend a local university. |
| 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>During this reporting period, our station had a flagpole installed. On multiple occasions, we have had school groups and cub scouts visit our facilities to get a lesson in Flag etiquette and to tour our studios and get a behind the scenes look at a radio and digital media operation.</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 during this reporting period took place in February and highlighted positive choices students can make. The second forum was scheduled for April and ended getting cancelled. Plans are to continue to hold these events, however due to current Coronavirus climate, schools are not participating in these types of events.</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).