

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0005077573** | File Number: **0000125121** | Submit Date: **10/28/2020** | Call Sign: **KADU** | Facility ID: **32377** | City: **HIBBING** | State: **MN**
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Received** | Status Date: **10/28/2020** | Filing Status: **Active**

General Information

Section	Question	Response
Application Description	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	EEO Program Report
Attachments	Are attachments (other than associated schedules) being filed with this application?	No

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
HEARTLAND CHRISTIAN BROADCASTERS, INC. Doing Business As: HEARTLAND CHRISTIAN BROADCASTERS, INC.	P.O. BOX 433 INTERNATIONAL FALLS, MN 56649 United States	+1 (218) 285-7398	bruce@psalmfm.org	NFP

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Matthew H McCormick , Esq . Fletcher, Heald & Hildreth, PLC	1300 N 17th Street, Suite 1100 Arlington, VA 22209 United States	+1 (703) 812-0400	mccormick@fhhlaw.com	Legal Representative

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
91083	KXBR	INTERNATIONAL FALLS	MN	No
42902	KBHW	INTERNATIONAL FALLS	MN	No
32377	KADU	HIBBING	MN	No

Program Report Questions

Section	Question	Response
Discrimination Complaints	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No
Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	Yes

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information,and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	10/28/2020
Certified Title	Assistant Secretary
Authorized Party Name	Bruce Allen Christopherson

Attachments

No Attachments.