

(REFERENCE COPY - Not for submission)

# Broadcast Equal Employment Opportunity Program Report

FRN: **0024470627** | File Number: **0000126633** | Submit Date: **11/19/2020** | Call Sign: **KZCR** | Facility ID: **21399** | City: **FERGUS FALLS** | State: **MN**  
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Received** | Status Date: **11/19/2020** | 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 - Fergus Falls
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
LEIGHTON RADIO HOLDINGS, INC.	P.O. BOX 1458 619 WEST ST. GERMAIN ST. ST. CLOUD, MN 56301 United States	+1 (320) 251-1450	JSowada@LeightonBroadcasting.com	COR

## Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
JOHN WELLS KING , ESQ . Counsel Law Office of John Wells King, PLLC	4051 Shoal Creek Lane East Jacksonville, FL 32225 United States	+1 (904) 647-9610	John@JWKingLaw.com	Legal Representative

## Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
21400	KBRF	FERGUS FALLS	MN	No
50758	KJJJ-FM	FERGUS FALLS	MN	No
76	KJJJ	FERGUS FALLS	MN	No
21399	KZCR	FERGUS FALLS	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)?	Yes
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?	No

Additional  
Program Report  
Questions

Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
John J Sowada	President

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	11/19 /2020
Certified Title	President
Authorized Party Name	John J Sowada

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
<a href="#">EEO Program Report - Complaints.pdf</a>	Applicant	Discrimination Complaints	EEO Program Report - Complaints	Done with Virus Scan and /or Conversion
<a href="#">Fergus FallsMN EEO Public File 2019.pdf</a>	Applicant	EEO Public File Report	Annual EEO Public File Report - 2019	Done with Virus Scan and /or Conversion
<a href="#">Fergus FallsMN EEO Public File 2020.pdf</a>	Applicant	EEO Public File Report	Annual EEO Public File Report - 2020	Done with Virus Scan and /or Conversion
<a href="#">Narrative Statement re Outreach.pdf</a>	Applicant	Narrative Statement	Narrative Statement re Outreach	Done with Virus Scan and /or Conversion