

EEO PUBLIC FILE REPORT
BAKKEN BEACON MEDIA, LLC
TIOGA, NORTH DAKOTA/DILWORTH, MINNESOTA
KTGO-AM/WZFG-AM
EEO PUBLIC FILE REPORT FOR THE PERIOD
DECEMBER 1, 2015 THROUGH
NOVEMBER 30, 2016

I. 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 HIREE	TOTAL INTERVIEWED FOR POSITION
Sales Specialist	03/31/2016	5,6,9,11	RS 9:1 RS 11:1	9	2
Sales Specialist	06/27/2016	4,5,6,7,14,15,18,8,10	RS 8:1 RS 4:1 RS 10:1	8	3
Sports Director	07/25/2016	1,2,3,4,5,7,12,14 17,18	RS 7:2	7	2

Number of total candidates interviewed to fill the full-time job vacancies listed above: 7

KTGO(AM), Tioga, North Dakota/WZFG(AM), Dilworth, Minnesota

EEO PUBLIC FILE REPORT - DECEMBER 1, 2015 THROUGH NOVEMBER 30, 2016

II. 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	1
5.	AllAccess.com www.allaccess.com	NO	0
6.	TVandRadioJobs.com http://tvandradiojobs.com/	NO	0
7.	Employee Referral	NO	2
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	1
9.	Former Employee Re-Hire	NO	1
10.	Internal Promotion/Transfer	NO	1
11.	Radio Ad/On-Air KTGO-AM 1090 Sales Specialist (701) 664-5846	NO	1
12.	Word of Mouth	NO	0
13.	Walk-in	NO	0
14.	ND Workforce Connection Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507 1-701-328-2825 www.jobsnd.com	NO	0
15.	MN Workforce 715 11th Street N, Suite 302, Moorhead, MN 56560-2086 218-287-5060 https://mn.gov/deed/business/finding-workers/	NO	0
16.	Indeed.com http://www.indeed.com/	NO	0
17.	Radio Online http://menu.radio-online.com/cgi-bin/rolmenu.exe/menu	NO	0
18.	Betterfargojobs.com http://betterfargojobs.com/	NO	0
19.	Tioga Tribune 101 2 nd St NE Tioga, ND 58852 http://www.journaltrib.com/newspapers/tioga-tribune/ 701-965-6088	NO	0

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EEO PUBLIC FILE REPORT - DECEMBER 1, 2015 THROUGH NOVEMBER 30, 2016

III. 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 an intern from North Dakota State University to help write news stories for the Need to Know Morning Show (WZFG-AM) (April 2015-November 2015), the internship later turned into a part-time paid role.</p> <p>Bakken Beacon Media LLC recruited an intern from Minnesota State Community & Technical College as a content manager on a 60 day trial basis starting November 28th, 2016 – after the trial period, the position will either expire or a part/full time offer will be made to keep this position.</p>
2.	Chamber of Commerce	<p>Bakken Beacon Media LLC participates 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.</p>
3.	Training Program/Opportunities	<p>Bakken Beacon Media LLC also 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 op high school games. Participants are compensated for their time.</p>
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>

*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).