

**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, 2016 THROUGH
 NOVEMBER 30, 2017**

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 HIRER	TOTAL INTERVIEWED FOR POSITION
News Director	10/19/2017	5, 6, 12, 13, 15, 16, 17, 18	RS 5:1 RS 11:1 RS 13:1	5	3
KTGO Sales Specialist	04/08/2017	7, 13	RS 7:1	7	1
Traffic & Billing Coordinator	03/26/2017	6, 12, 15, 18, 21, 14	RS 12:1	12	1
General Sales Manager	10/02/2017	5, 7, 8, 10, 11, 12, 13, 21	RS 13:1 RS 10:1 RS 8:1	10	3
KTGO Sales Specialist	n/a	5, 8, 11, 15	RS 8:1 RS 11:1	n/a	2
Morning Show Producer	10/17/2017	5, 6, 12, 13, 14, 15, 18, 21	RS 21:1	21	1

Number of total candidates interviewed to fill the full-time job vacancies listed above: 11

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

EEO PUBLIC FILE REPORT - DECEMBER 1, 2016 THROUGH NOVEMBER 30, 2017

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	0
5.	AllAccess.com www.allaccess.com	NO	1
6.	TVandRadioJobs.com http://tvandradijobs.com/	NO	0
7.	Employee Referral	NO	1

RECRUITMENT SOURCE NUMBER	RECRUITMENT SOURCE INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO)	NUMBER OF INTERVIEWEES REFERRED BY RECRUITMENT SOURCE
8.	Non-Employee Referral	NO	2
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	2
12.	Radio Ad/On-Air WZFG-AM 1100 Email steve@flagfamily.com (701) 356-4220	NO	1
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.	Indeed.com http://www.indeed.com/	NO	0
18.	Radio-Online http://menu.radio-online.com/cgi-bin/rolmenu.exe/menu	NO	0
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	1
-----	---	----	---

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

EEO PUBLIC FILE REPORT - DECEMBER 1, 2016 THROUGH NOVEMBER 30, 2017

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) (December 2016-April 2017).</p> <p>Bakken Beacon Media LLC was recruited by a North Dakota State University student to assist with an Advanced Broadcast Production class in March 2017. The NDSU student interviewed a staff member to discuss the behind the scenes and inter-office work environment. The student also asked the staff member to make a pitch for why future broadcast/journalism majors should continue their pursuit of a career in the industry.</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 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. Participants are compensated for their time. Some participants in this program are hired as part-time help.</p>

4.	Additional station functions	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.
----	------------------------------	--

*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).