

**EEO PUBLIC FILE REPORTS**

**FOR**

**PROGRAMMERS BROADCASTING INC.**

**STATIONS KWGO-FM, KTZU-FM, KBTO-FM**

This EEO Public File Report  
Covers the Period  
December 1, 2018 through November 30, 2019

## **Equal Employment Opportunity Public File Report**

### **Stations KWGO-FM, KTZU-FM, KBTO-FM**

#### *Recruitment Activity Summary*

December 1, 2018 to November 30, 2019

This EEO Public File Report is filed in the public inspection files of the Stations pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies

During the period ending on November 30, 2019, the Stations filled the following full-time vacancies:

Job Title

Full-time Staff Announcer (0)

Full-time Advertising Sales Representative (0)

2. Total Interviewees for Full-Time Vacancies

The Stations interviewed the following total number of people for all full-time vacancies during the period covered in this Report: (0)

3. Recruitment Sources

The stations have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees
1. Minot Daily News P.O. Box 1150 Minot, ND 58702 857-1900 fax: 857-1907 Contact: Deb	0
2. Job Service North Dakota 3416 N. Broadway Minot, ND 58703 857-7500 fax: 857-7550 Contact: Kim	0
3. Minot State University, Broadcasting Dept 500 University Ave. West Minot, ND 58703 858-3175 Contact: Neil	0
4. Quentin Burdick Job Corps Center 1500 University Ave. West Minot, ND 58703 857-9600 fax: 838-9979 Contact: Lynn	0
5. Velva Area Voice 3 South Main PO Box 630 Velva, ND 58790 338-2599 fax: 338-2705	0
6. allaccess.com	0
7. on-air employment advertising	0
8. Internal company listings	0

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- \* The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- \* The recruitment source that referred the hiree for each full-time vacancy;
- \* The total number of persons interviewed for each full-time vacancy; and,
- \* The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

\* \* \* \* \*

If you have questions concerning this Report, contact: Jean Kircher, Vice President Programmers Broadcasting.

**EXHIBIT A**

**FULL-TIME VACANCY EEO INFORMATION**

**Page 1 of 2**

**Job Title of Vacancy:**

**Staff announcer**

**Recruitment Source that Referred the Hiree:**

\_\_\_\_\_

**Date Vacancy Opened:**

\_\_\_\_\_

**Total Number of Persons Interviewed for the Vacancy:**

\_\_\_\_\_

**Date Vacancy Filled:**

\_\_\_\_\_

**Recruitment Sources Used to Fill the Vacancy**

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number or Recruitment Source Table)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did The Source Request Notification?</b>
1.	0	yes
2.	0	yes
3.	0	yes
4.	0	yes
5.	0	yes
6.	0	yes
7.	0	yes
8.	0	yes

**EXHIBIT A**

**FULL-TIME VACANCY EEO INFORMATION**

**Page 2 of 2**

**Job Title of Vacancy:**

Advertising Sales Rep.

**Recruitment Source that Referred the Hiree:**

\_\_\_\_\_

**Date Vacancy Opened:**

\_\_\_\_\_

**Total Number of Persons Interviewed for the Vacancy:**

\_\_\_\_\_

**Date Vacancy Filled:**

\_\_\_\_\_

**Recruitment Sources Used to Fill the Vacancy**

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number or Recruitment Source Table)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did The Source Request Notification?</b>
1.	0	yes
2.	0	yes
3.	0	yes
4.	0	yes
5.	0	yes
6.	0	yes
7.	0	yes
8.	0	yes

## EXHIBIT B

### MENU OPTION ACTIVITIES

The licensee has engaged in the following outreach activities during the period covered by this report:

<b>Activity Classification</b>	<b>Type of Activity</b>	<b>Brief Description</b>
Business Showcase	Participated in MCC Showcase of Business November 14, 2019.	Provided informational booth about employment and business opportunities with KWGO/KTZU/KBTO at MCC Showcase of Business in the State Fair Center. Rick Gustafson SM, Kris Kelly OM and Staff attended.
Mentoring Program	Year Round.	Provide general broadcast training to first time employees facilitated by both management and staff.
Magic City Networking Club	Public awareness campaign to encourage local retail shopping presented November 21, 2019.	KWGO/KTZU/KBTO Sales Manager Rick Gustafson presented a program on the current state of local media, on-line shopping's effect on the local economy and Hometown Radio group's awareness campaign "Buy local pledge."
Community Leadership Institute Minot	Educational overview of marketing and the radio industry hosted Sept. 24, 2019.	Programmers Broadcasting Sales staff including Station owner Jay Davis lead the members of the CLI on a station tour and in a discussion of marketing strategies and the radio industry.
Minot High School Entrepreneurship Class	Educational presentation on local media marketing. Feb. 4 <sup>th</sup> 2019.	KWGO/KTZU/KBTO Owner J. Davis offered a presentation to Mr. Ben Berg's Advanced Entrepreneurship class on local business marketing plans, the station's Buy Local Pledge and the importance of business' promoting buying local first.