

**KEGK(FM), Wahpeton, North Dakota  
KQLX(AM), Lisbon, North Dakota  
KQLX-FM, Lisbon, North Dakota**

**EEO PUBLIC FILE REPORT FOR THE PERIOD ENDING NOVEMBER 30, 2015**

**I. FULL-TIME POSITION VACANCY LIST**

<b>JOB TITLE</b>	<b>DATE HIRED</b>	<b>RECRUITMENT SOURCES CONTACTED TO FILL VACANCY</b>	<b>REFERRAL SOURCES (RS) OF INTERVIEWEES [AND NUMBER OF INTERVIEWEES BY REFERRAL SOURCE]</b>	<b>RECRUITMENT SOURCE WHICH REFERRED HIRER</b>	<b>TOTAL INTERVIEWED FOR POSITION</b>
General Sales Manager	01/05/2015	8,7	RS 8:1	8	1
Sales Intern	02/10/2015	3	RS 3	3	1
Integrated Marketing Specialist	04/07/2015	1,2,4,7	RS 7:1 RS 1:0 RS 2:0 RS 4:0	7	1
Programming/ Production Intern	05/15/2015	1,2,3	RS 3:1 RS 1:0 RS 2:0	3	1
Programming/ Production Intern	06/03/2015	8	RS 8:1	8	1
Integrated Marketing Specialist	06/15/2015	1,2,3,4,7	RS 1:1    RS 7:0 RS 2:0 RS 3:0 RS 4:0	1	1
Integrated Marketing Specialist	07/28/2015	7	RS 7:1	7	1
Traffic Manager	09/29/2015	7	RS 7:1	7	1
On-Air Personality	10/12/2015	7	RS 7:1	7	1
On-Air Personality	11/02/2015	7	RS 7:1	7	1

Number of total candidates interviewed to fill the full-time job vacancies listed above: 10

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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	NO	1
2.	Concordia College Career Center Concordia College Academy 101 901 8th St S Moorhead MN 56562 Phone: 218.299.3020 <a href="mailto:career@cord.edu">career@cord.edu</a>	NO	0
3.	Minnesota State University- Moorhead Career Center 1104 7th Ave South Moorhead, MN 56563 1.800.593.7246 <a href="http://www.Mnstate.edu/career">www.Mnstate.edu/career</a>	NO	2
4.	The Forum 101 5 <sup>th</sup> Street North Fargo, ND 58102 701-235-7311 <a href="mailto:classifieds@forumcomm.com">classifieds@forumcomm.com</a> <a href="http://www.inforum.com">www.inforum.com</a>	NO	0
5.	AllAccess.com <a href="http://www.allaccess.com">www.allaccess.com</a>	NO	0
6.	#7 Brown College 1440 Northland Drive 2 <sup>nd</sup> Floor Offices rooms 203- 212a Mendota Heights, MN 651-905-3548 <a href="mailto:Placement2@browncollege.edu">Placement2@browncollege.edu</a>	NO	0
7.	Employee Referral	NO	5

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	0
11.	Radio Ad/On-Air Eagle 106.9/Thunder 106-1/Agnews 890 Program Director (701) 356-1156	NO	0
12.	Word of Mouth	NO	0
13.	Walk-in	NO	0
14.	Jobs ND Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507 1-701-328-2825 <a href="http://www.jobsnd.com">www.jobsnd.com</a>	NO	0
15.	MN Workforce 715 11th Street N, Suite 302, Moorhead, MN 56560-2086 218-287-5060 <a href="http://www.positivelyminnesota.com">www.positivelyminnesota.com</a>	NO	0

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**III. OUTREACH INITIATIVES\***

	<b>TYPE OF OUTREACH INITIATIVE</b>	<b>DESCRIPTION OF ACTIVITY DURING REPORTING PERIOD</b>
1.	Internship Program	Great Plains Integrated Marketing 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, GPIM hosted an internship walk through of the station. These students attended Minnesota State University Moorhead and were provided with multiple opportunities to learn about GPIM broadcast operations and were supervised by various GPIM personnel.
2.	Chamber of Commerce	Great Plains Integrated Marketing participates in the area's Chamber of Commerce Business After Hours. This event allows members to reach a large audience and is a great opportunity for individuals to make connections and develop relationships in the community.
3.	EEO/Discrimination Management Training	Employees are provided with policies regarding equal employment opportunity at the time of hire. Ongoing materials are provided to management highlighting equal employment opportunity and discrimination practices.

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\* 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") (Lisbon) or are within an MSA of fewer than 250,000 persons (Wahpeton), 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).