

KTGO(AM), WZFG(AM), and Employees of WDAY(AM)¹
EEO Public File Report
December 1, 2023 - November 30, 2024

I. FULL-TIME POSITION VACANCY LIST

Job Title	RS Contacted to Fill Vacancy	RS that Referred Hiree
Sales Professional	3, 7, 8, 12, 14, 15,	8, 3, 3,
Senior Reporter/News Director	4, 12, 14, 15, 19, 20	12
Multimedia Journalist/News Reporter	3, 12, 14, 15, 19, 20	12
Radio Producer	6, 12, 14, 15, 19, 20	6

¹ Effective November 9, 2020, Bakken Beacon Media LLC entered into a local marketing agreement to provide programming and certain services to WDAY(AM).

KTGO(AM), WZFG(AM), and Employees of WDAY(AM)
EEO Public File Report
December 1, 2023 - November 30, 2024

II. MASTER RECRUITMENT SOURCE LIST

RS No.	RS Information	RS Entitled to Vacancy Notification?	No. of Interviewees Referred by RS Over Reporting Period
1.	All Access www.allaccess.com	No	0
2.	TV and Radio Jobs http://tvandradiojobs.com/	No	0
3.	Employee Referral	No	4
4.	Non-Employee Referral	No	1
5.	Application on file from prior recruitment	No	0
6.	Internal Promotion/Transfer	No	1
7.	On-Air Announcement (WDAY-AM)	No	0
8.	On-Air Announcement (WZFG-AM)	No	3
9.	Word-of-Mouth	No	0
10.	Walk-in	No	0
11.	Job Service North Dakota www.jobsnd.com	No	0
12.	Company Website Careers Link https://www.flagfamily.com/careers	No	3
13.	Facebook (WZFG(AM) page) https://www.facebook.com/theflagwzfg/jobs	No	0
14.	North Dakota Broadcasters Association https://www.ndba.org/files/broadcast-jobs/	No	0

15.	Indeed.com https://www.indeed.com/	No	6
16.	Preference Employment Solutions www.PreferenceEmploymentSolutions.com	No	0
17.	Facebook (WDAY page) https://www.facebook.com/970wday/jobs	No	0
18.	CareerPage.org https://www.careerpage.org	No	0
19.	Radio Insight https://www.radioinsight.com	No	0
20.	Radio Online https://www.radio-online.com	No	0
Total Interviews Over Reporting Period:			18

KTGO(AM), WZFG(AM), and Employees of WDAY(AM)
EEO Public File Report
December 1, 2023 - November 30, 2024

III. OUTREACH INITIATIVES

	TYPE OF OUTREACH INITIATIVE	DESCRIPTION OF ACTIVITY DURING REPORTING PERIOD
1.	(v) establishing an internship program designed to assist members of the community to acquire skills needed for broadcast employment;	<p>Bakken Beacon Media has an on-going internship program through which students interested in broadcasting careers are given the opportunity to gain hands-on experience in their assigned department.</p> <ul style="list-style-type: none"> • During the reporting period Bakken Beacon Media hosted two interns from the University of North Dakota in the Weather Department. Interns' responsibilities included recording radio weather forecasts and updating forecasts on station websites. The interns were supervised by members of our Weather Department. • Bakken Beacon Media hosted an intern from Minnesota State University - Moorhead in the News and Sports Departments. The intern helped write and produce news and sports stories. • Bakken Beacon Media hosted an intern from Minnesota State University - Moorhead in the Operations Department. The intern helped produce visual designs and advertisements and produced radio programs.
2.	(iv) participation in at least four (4) events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities;	<p>Bakken Beacon Media participates in various events for community groups or educational institutions where company personnel are able to share information about their job and other careers within the broadcast industry. During the reporting period, Bakken Beacon Media participated in these events:</p> <ul style="list-style-type: none"> • February 5, 2024: Chief Meteorologist Dean Wysoki spoke to the West Fargo Rotary about meteorology and the importance of broadcast meteorology. • April, 14, 2024: Bakken Beacon Media

		<p>hosted a Presidential Scholars event. Students who achieved great academic success were invited to learn about career opportunities throughout the community including broadcasting careers.</p> <ul style="list-style-type: none"> • April 16, 2024: Steve Hallstrom participated in a career fair at Minnesota State University Moorhead where he presented career opportunities to college students. • May 11, 2024: A student from Humboldt High School participated in a job shadow at our studios.
3.	(ix) establishing a mentoring program for station personnel;	<p>Bakken Beacon Media is committed to the success of station personnel, and to that end provides numerous opportunities for staff to develop their skills and work toward career advancement.</p> <ul style="list-style-type: none"> • During the reporting period, Bakken Beacon Media provided a mentoring program for staff in-person and virtually that allowed staff members to connect with mentors to improve their skills including: effective teases, great interview skills and others.
4.	(viii) establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions; (xiv) providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;	<p>Bakken Beacon Media is committed to the success of station personnel, and to that end provides numerous opportunities for staff to develop their skills and work toward career advancement. During the reporting period, Bakken Beacon Media provided the following training opportunities for staff:</p> <ul style="list-style-type: none"> • Sales Manager & Development Director participated in the Heartland Media Conference April 24 & 25, 2024. Keynote speakers included Paul Jacobs and topics included FCC, EEO & Legal & Political Advertising rules and regulations with David Oxenford.