

KTGO(AM), WZFG(AM), and WDAY(AM)
EEO Public File Report
December 1, 2024 - November 30, 2025

I. FULL-TIME POSITION VACANCY LIST

Job Title	RS Contacted to Fill Vacancy	RS that Referred Hiree
Sales Professional	3, 6, 9, 15	9
Sales Professional	3, 15	15
Multimedia Journalist/News Reporter	3, 6, 12, 15	12
Office Coordinator	8, 15	15

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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	3
4.	Non-Employee Referral	No	0
5.	Application on file from prior recruitment	No	0
6.	Internal Promotion/Transfer	No	2
7.	On-Air Announcement (WDAY-AM)	No	0
8.	On-Air Announcement (WZFG-AM)	No	1
9.	Word-of-Mouth	No	1
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	1
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	15
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:			23

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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;	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. • During the reporting period Bakken Beacon Media hosted three University interns 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 a monthly Ag Broadcast interns from various high schools. Intern sat in on our Weather & Ag radio show and co-hosted segments with show hosts and guests. • 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.	(vii) participation in scholarship program	Bakken Beacon Media invited Presidential Scholars to enjoy a night to celebrate their academic accomplishments on April 2, 2025. One student was awarded a \$500.00 scholarship to pursue a career in broadcasting.

3.	(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;	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: ● March 2, 2025: Chief Meteorologist Dean Wysocki spoke to a community group in Wahpeton, ND about meteorology and the importance of broadcast meteorology. ● March 25, 2025: Chief Meteorologist Dean Wysocki spoke to a community group in Walcott, ND about meteorology and the importance of broadcast meteorology. ● April 1, 2025: Chief Meteorologist Dean Wysocki spoke to a community group in Detroit Lakes, MN about meteorology and the importance of broadcast meteorology. ● April 15, 2025: Geoff Thaden participated in the Minnesota State University Moorhead's 'Career and Internship Fair'. ● Oct. 16, 2025: Geoff Thaden recorded a podcast with Ricot Aladin, host of Professional Launch a 501c3 Nonprofit geared towards helping young professionals and college students about broadcast careers.
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