

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2019 to 11/30/2020

Call Letter	Type of Station	Location:City/State	Facility ID
KBHP-FM	Radio	Bemidji, MN	51878
KBUN-AM	Radio	Bemidji, MN	51879
KBUN-FM	Radio	Blackduck, MN	165994
KKZY-FM	Radio	Bemidji, MN	77087
KLLZ-FM	Radio	Walker, MN	28656
K235BP	TV	Bemidji	152419

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KBUN-FM.Account Executive(19-1383)	02/24/2020	157, 379, 577, 584, 610, 630, 665, 839, 840, 841, 858, 869, 872, 873, 878, 888, 1294, 1450, 2187, 2189, 2194, 2196, 2204, 2213, 2226, 2259, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 5000	1450, 2226
KBUN-FM.Account Executive(20-1135)	08/05/2020	157, 379, 577, 584, 610, 630, 665, 839, 840, 841, 858, 869, 872, 878, 888, 1294, 1450, 2187, 2189, 2196, 2204, 2213, 2226, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 5000	2226, 2226

List of Recruitment Sources

*An asterisk next to the name of the source indicates a source that requested our postings.

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
157	Augsburg College	2211 Riverside Ave S Minneapolis Minnesota, 55454	Sandy Tilton 6123301472	0
379	Job Fair			0
577	UW La Crosse Career Services	1725 State St LaCrosse Wisconsin, 54601	Karolyn Bald 6087858514	0
584	U of Wisconsin Eau Claire, Internships	230 Schofield Hall Eau Claire Wisconsin, 547024004	Kim Erickson 7158364069	0

610	Minnesota Broadcasters Association	401 North 3rd St # 370 Minneapolis Minnesota, 55401	Maria Vorhis 6129268123	0
630	Minnesota State University Mankato	Career Development Center, WA 209, 730 Maywood Ave Mankato Minnesota, 56001	Jaqui Menke 5073896061	0
665	Northland Community & Technical College	1101 Hwy 1 E Thief River Falls Minnesota, 56701	Career Center 2186838560	0
839	Bemidji State University Career Svcs & Northwest Technical College	1500 Birchmont Dr NE #18 Bemidji Minnesota, 566012699	Lisa Gubrud 2187552405	0
840	Concordia College Career Center	901 8th St S Moorhead Minnesota, 56562	Jill Wenger 2182993020	0
841	St Olaf College	1520 St Olaf Ave, Tomson 270 Northfield Minnesota, 55057	Marietta Ruppe 5077863268	0
858	Metropolitan State University Twin Cities	700 E 7th St St Paul Minnesota, 55106	Marisa Kelly 6517931529	0
869	St Cloud State University Career Center	720 4th Ave S, Centennial Hall #215 St Cloud Minnesota, 563014498	Desiree Wickman 3203082153	0
872	College of St Benedict/St John's	37 College Ave S, Career Services St Joseph Minnesota, 56374	Laura Hammond 3203635707	0
873	College of St Catherine	2004 Randolph Ave Room 460 Mailbox #F-26 St Paul Minnesota, 55105	Anne Bowlin 6516908890	0
878	Southwest Minnesota State University Career Svcs	1501 State St BA 156 Marshall Minnesota, 56258	Carrie Hansen 5075376221	0
888	U of MN Morris Career Center	201 Behmler Hall, 600 E 4th St Morris Minnesota, 56267	Irene Maloney 3205896065	0
1294	University of Minnesota	411 STSS Building, 222 Pleasant St SE Minneapolis Minnesota, 55455	Connor McCarthy 6126247387	0
1450	Indeed.com	Austin Texas,		2

2187	Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Jammi Crummy 2184772131	0
2189	Alexandria Technical College	2107 W Lake Jessie Dr SE Alexandria Minnesota, 56308-3799	Karen Meuwissen 3207624443	0
2194	Minnesota State Community & Technical College	1900 28th Ave South Moorhead Minnesota, 56560	Sue Zurn 2182996515	0
2196	Lakes Area Professional Women Association	Box 214 Alexandria Minnesota, 56308	Joyce Moe 3208343973	0
2204	UW River Falls Dept of Journalism	410 S 3rd St River Falls Wisconsin, 54022	Sandy Ellis 7154253169	0
2213	Radio1 Broadcast School	700 3rd St N La Crosse Wisconsin, 54601	Joe Deschler 2186311803	0
2226	Employee Referral			4
2259	Central Lakes College Brainerd	501 W College Dr Brainerd Minnesota, 56401	Deb Norlin 2188558156	0
2275	Inside Radio	PO Box 567925 Atlanta Georgia, 31156	Kathryn Lambis 8002484242	1
2287	Gustavus Adolphus College	800 W College Ave St Peter Minnesota, 56082	Jill VanOsdol 5079337586	0
2289	University of Wisconsin Green Bay	2420 Nicolet Dr Green Bay Wisconsin, 54311	Linda Peacock-Landrum 9504652163	0
2292	University of Wisconsin Oshkosh	800 Algama Blvd Oshkosh Wisconsin, 54901	Jaime Page Stadler 9204242181	0
2295	University of Wisconsin Milwaukee	University of Wisconsin Milwaukee Wisconsin, 53211	Career Services 4142294486	0
2296	South Dakota State University Journalism Dept	PO Box 2235 Brookings South Dakota, 57007	Jim Paulson 6056886512	0
3000	HBI Career Site			0

3033	University of Northwestern-St. Paul	3003 Snelling Ave N St. Paul Minnesota, 55113	Mark Seignious 6516315279	0
3034	The College of St. Scholastica	1204 Kenwood Avenue Duluth Minnesota, 55811		0
5000	Internal			0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Bemidji Career Academy	Brian Stefanich, Principal & Brad Olson, Regional Director	03/09/2020- 07/15/2020	The Senior Operations Manager for the market engaged in discussions with Bemidji High School and area Boy Scouts to create a media and broadcasting curriculum for the Bemidji Career Academies. This initiative is a collaborative to give high school students the opportunity to explore careers in various industries.
SCSU Huskies Job and Internship Fair	Niki Ebensteiner	10/14/2020- 10/14/2020	Regional Controller for the business unit participated in Hubbard group session and held one on one meetings with students. Students learned about the broadcasting business and career opportunities in our company.
UW-River Falls Virtual Career Fair	McKenna Pfeiffer	10/07/2020- 10/07/2020	Regional Controller for the business unit participated in Hubbard group sessions and held one on one meetings with students. Students learned about the broadcasting business and career opportunities in our company.