

WZFG (AM), Dilworth, Minnesota
KEGK (FM), Wahpeton, North Dakota
KQLX (AM), Lisbon – Fargo, North Dakota
KQLX (FM), Lisbon – Fargo, North Dakota

EEO PUBLIC FILE REPORT FOR THE PERIOD ENDING NOVEMBER 30, 2011

I. FULL-TIME POSITION VACANCY LIST

JOB TITLE	DATE HIRED	RECRUITMENT SOURCES CONTACTED TO FILL VACANCY	REFERRAL SOURCES OF INTERVIEWEES (AND NUMBER OF INTERVIEWEES BY SOURCE)	RECRUITMENT SOURCE WHICH REFERRED HIREE	TOTAL INTERVIEWED FOR POSITION
Mid-Day Host Ag News 890	01/26/2011	4, 5, 13	4, 5, 13	5	2
Account Executive	02/10/2011	1, 2, 3, 5	1, 5, 13	5	2
Webmaster	03/07/2011	1, 2, 3, 12, 14	13	13	2
Account Executive	05/09/2011	1, 2, 3, 5	1, 2, 5	5	2
General Manager	06/01/2011	17	17	17	1
Morning Co-Host	07/15/2011	11	11	11	1
General Manager	08/24/2011	*			
Engineer	08/30/2011	4, 5	4, 5	5	2
Account Executive	09/06/2011	9, 12	9, 12	9	2
Account Executive	10/03/2011	1, 2, 3, 12, 15, 16	12 (2), 15, 16	15	4
Account Executive	10/10/2011	1, 2, 3, 12, 15, 16	12 (2), 15, 16	16	4

Number of total candidates interviewed to fill the full-time job vacancies listed above: 22

*The General Manager position was filled on 08.24.2011 pursuant to the transfer of a manager from an affiliate of the licensee.

WZFG (AM), Dilworth, Minnesota
KEGK (FM), Wahpeton, North Dakota
KQLX (AM), Lisbon – Fargo, North Dakota
KQLX (FM), Lisbon – Fargo, North Dakota

EEO PUBLIC FILE REPORT FOR THE PERIOD ENDING NOVEMBER 30, 2011

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	
2.	Concordia College Career Center Concordia College Academy 101 901 8th St S Moorhead MN 56562 Phone: 218.299.3020 career@cord.edu	NO	
3.	Minnesota State University- Moorhead Career Center 1104 7th Ave South Moorhead, MN 56563 1.800.593.7246 www.Mnstate.edu/career	NO	
4.	The Forum 101 5 th Street North Fargo, ND 58102 701-235-7311 classifieds@forumcomm.com www.inforum.com	NO	
5.	AllAccess.com www.allaccess.com	NO	
6.	Tri-College Career & Internship Fair Ramada Plaza Suites 1635 42 nd Street Fargo, ND 58103 701-277-9000	NO	

7.	#7 Brown College 1440 Northland Drive 2 nd Floor Offices rooms 203-212a Mendota Heights, MN 651-905-3548 Placement2@browncollege.edu	NO	
8.	Employee Referral	NO	
9.	Non-Employee Referral	NO	
10.	Former Employee Re-Hire	NO	
11.	Internal Promotion/Transfer	NO	
12.	Radio Ad/On-Air AM 1100 The Flag and Eagle 106.9 Program Director (701) 356-1156	NO	
13.	Word of Mouth	NO	
14.	Walk-in	NO	
15.	Jobs ND Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507 1-701-328-2825 www.jobsnd.com	NO	
16.	MN Workforce 715 11 th Street North, Suite 302 Moorhead, MN 56560-2086 218-287-5060 www.positivelyminnesota.com	NO	
17.	Management Services	NO	

WZFG (AM), Dilworth, Minnesota
KEGK (FM), Wahpeton, North Dakota
KQLX (AM), Lisbon – Fargo, North Dakota
KQLX (FM), Lisbon – Fargo, North Dakota

EEO PUBLIC FILE REPORT FOR THE PERIOD ENDING NOVEMBER 30, 2011

III. OUTREACH INITIATIVES

	TYPE OF OUTREACH INITIATIVE	DESCRIPTION OF ACTIVITY DURING REPORTING PERIOD
1.	Career Fairs	Great Plains Integrated Marketing participated in the Tri-College Internship and Career Fair on October 9, 2011, where current jobs were posted and resumes collected. Station participants included GPIM Director of Programming, who spoke to attendees about open positions.
2.	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 five student interns for broadcast operations. These students attended North Dakota State University and were provided with multiple opportunities to learn about GPIM broadcast operations and were supervised by various GPIM personnel.
3.	The "I Pledge Allegiance" Youth Program	Area youth are invited to the radio station to start the mid-morning radio show on AM 1100 by saying the Pledge of Allegiance on the air. Children get an opportunity to see the station, learn about radio operations and help remind our listeners of the importance of educating American's youth on American's freedoms.
4.	The Youth Tour Program	Area youth (Boys and Girls Scouts, school children) are invited to the radio station to get an opportunity to see the station, learn about radio operations, and how a radio stations operates.