

# FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2018 to 11/30/2019

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.General Manager(19-1304)	06/25/2019	9000	9000

## 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
9000	Exigent Circumstance			1

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Brainerd Lakes Community Job Fair	Jama Davidson	04/03/2019-04/03/2019	The Regional Controller participated in planning and also attended the Brainerd Lakes Community Job Fair at Central Lakes College. This was an opportunity to talk with students and community members about radio and openings in Bemidji.
NextGen Leadership Program	Dan Seeman	07/15/2019-05/31/2020	The Digital Media Director participated in Hubbard Radio's NextGen Leadership Program. NextGen is a program that identifies and develops the future leaders of

the company, inviting them to attend the NAB/RAB Radio Show and participate in the NextGen Challenge.