

**WZFG(AM), Dilworth, Minnesota
KEGK(FM), Wahpeton, North Dakota**

EEO PUBLIC FILE REPORT FOR THE PERIOD ENDING NOVEMBER 30, 2008 */

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 HIRER	Total Interviewed for position
Integrated Marketing Specialist	4/28/08	17	17 (1)	17	1
Integrated Marketing Specialist	4/28/08	17	17 (1)	17	1
FM Program Director / On-Air Personality	5/1/08	17	17 (1)	17	1
Executive Producer	5/13/08	17	17 (1)	17	1
Webmaster / Creative Director	6/23/08	17	17 (1)	17	1
AM Program Director	7/2/08	17	17 (1)	17	1
Front Desk Receptionist	7/21/08	2, 14, 15, 17	14 (1), 15(1), 17 (1)	14	3
Board Operator	8/8/08	2, 9, 11,15, 17	2 (1), 15 (1), 17 (1)	17	3
Board Operator	8/8/08	2, 9, 11,15, 17	2 (1), 15 (1), 17 (1)	17	3
On Air Personality	9/27/08	15, 19	15 (3), 19 (1)	19	4
Telemarketing	10/20/08	17	17 (1)	17	1
Front Desk Receptionist	11/14/08	14	14 (1)	14	1

Number of total candidates interviewed to fill the full-time job vacancies listed above: 21

*/ Station WZFG was acquired on April 11, 2008, and Station KEGK was acquired on August 26, 2008. As both stations have the same ultimate controlling party, it is assumed they are a single station employment unit. The station employment unit did not employ five or more non-owner full time employees until April 28, 2008, and thus was subject until such time to the "small station exemption." Consequently, this report dates from April 28, 2008, at which time the small station exemption no longer applied.

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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.	Internal Posting GPIM Jill Helm, contact (701) 356-9280 64 Broadway N. Fargo, ND 58102	N	0
2.	AM1100 & FM106.9 Websites www.am1100.tv www.theeagle.tv jillh@am1100.tv	N	2
3.	Radio Ad / On-Air AM1100 The Flag & Eagle 106.9 Program Director 701-356-1156	N	0
4.	University of North Dakota Chairman, Journalism Dept. 701-777-2011 Grand Forks, ND 58201	N	0
5.	UND Diversity Program Cultural Program Monique Vondall 701-777-4823 mss.und.nodak.edu	N	0
6.	ND St. School of Science/Career Svc 800 6 th Street North Wahpeton, ND 58076-0002 701-671-2258	N	0
7.	Concordia College Jay Thoreson 901 8th Street South Moorhead, MN 56562 218-299-3020 (Phone) 218-299-3572 (Fax)	N	0
8.	MN State Community and Technical College Marcia Goodyear 1900 28th Avenue S. Moorhead, MN 58560 218-299-6503	N	0
9.	Concordia Online posting www.cord.edu/Offices/Career/Employers/openings.php	N	0

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10.	North Dakota State University www.ndsu.edu/career/students/parttimejobs.php?jobtype=OFFCAMPUS	N	0
11.	MSUM Rebecca Lindell Must post through Dragon Careers (on-line employer recruiting service) Moorhead State University www.mnstate.edu/career/register/register.cfm	N	0
12.	MSUM Chairman , Mass Comm Dept 218-477-2983 1104 7 th Ave. South Moorhead, MN 56560	N	0
13.	Job Service of ND 1350 32 nd Street SW, Fargo, ND 58103 www.jobsnd.com 701-239-7337 (phone) 701-239-7350 (fax)	N	0
14.	Preference Personnel Karis Walstad 2600 9th Avenue Southwest Fargo, ND 58103 701-293-6905	N	2
15.	Forum Communications Bridgette Cossette Box 6024 Fargo, ND 58108 bcossette@forumcomm.com (701) 241-5485 Phone (701) 241-5478 Fax	N	6
16.	North Dakota Broadcasters Association Beth Helfrich, Exec. Dir. PO Box 3178 Bismarck, ND 58502 701-258-1332	N	0
17.	Word of mouth / referral	N	10
18.	Walk Ins	N	0

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19.	AllAccess.com – On-Line Prog/Talent Placement http://www.allaccess.com/	N	1

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III. OUTREACH INITIATIVES

	TYPE OF OUTREACH INITIATIVE	DESCRIPTION OF ACTIVITY DURING REPORTING PERIOD
1.	Internship Program	AM1100 The Flag and The Eagle 106.9FM are dedicated to helping students prepare for careers in electronic media through cooperative education programs with colleges and universities. The stations have offered an internship program in the areas of radio broadcasting and production, sales and integrated marketing, and graphic and website design. The current intern has been learning about different ways of marketing to clients, layout and graphic design, making promos and various areas of broadcasting. This intern is currently a student at MSUM and is earning 3 credits towards his degree. The internship is taking place from August 27, 2008 through December 17, 2008 at 10 hours per week.
2.	Participation in program sponsored by educational institution relating to career opportunities in Broadcasting	The Host of the Scott Hennen Show spoke to the mass communications students at NDSU in October, 2008. He discussed the current state of the radio business, how the industry has evolved through the years and how he got into the business.
3.	Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The stations' Operations Manager spoke to the stations' law firm representative in-depth about the FCC rules and regulations regarding equal employment opportunity for hiring full-time personnel.
4.	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for a higher position	Traffic manager sits daily with the front desk receptionist and cross-trains on traffic duties.