

**R.P. Broadcasting**  
**2115 Washington Ave. S.E.**  
**Bemidji, MN 56601**

**Year 2017**

**EEO Public File Report for KKBJ AM, KKBJ FM and WBJI**

The stations listed above are one employment unit. We have accumulated relevant information for the past year and has placed this completed EEO Public File Report in the Public Inspection File on the anniversary of the deadline for filing its license renewal application.

**A. Full-Time Vacancies Filled During the Past Year**

1. Job Title: SALES EXECUTIVE
2. Job Title: SALES / PLAY-BY-PLAY ANNOUNCER
3. Job Title:
4. Job Title:

**B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

**1. Job Title: Sales Executive**

Source	Contact	Address	Tel #	Person Hired?
MN Broadcasters Job Bank	Web Site	3033 Excelsior Blvd Suite 301 Minneapolis, MN 55416	612-926-8123	No
Ads on Paskvan Media Stations	Mark Ricci	2115 Washington Ave. S.E.	(218)751-7777	Yes
Jobs HQ	Web Site	www.jobshq.com	NA	No
Indeed	Web Site	www.indeed.com	NA	YES

**2. Job Title: Sales/Play-By-Play Announcer**

Source	Contact	Address	Tel #	Person Hired?
MN Broadcasters Job Bank	Web Site	3033 Excelsior Blvd Suite 301 Minneapolis, MN 55416	612-926-8123	No
Ads on R.P. Broadcasting	Mark Ricci	2115 Washington Ave. S.E.	(218)751-7777	No
All Access	Mark Ricci	https://www.allaccess.com/forum/viewforum.php?f=10	NA	Yes

**C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year (This will be a raw number)**

19

**D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:**

Source	Contact	Address	Tel #	# Interviewees
MN Broadcasters Job Bank	Web Site	3033 Excelsior Blvd Suite 301 Minneapolis, MN 55416	612-926-8123	0
Ads on R.P. Broadcasting	Mark Ricci	2115 Washington Ave. S.E.	(218)751-7777	1
Jobs HQ	Web Site	www.jobshq.com	NA	0
Indeed	Web Site	www.indeed.com	NA	11
All Access	Mark Ricci	https://www.allaccess.com/forum/viewforum.php?f=10	NA	7

**Outreach Activities: (See Attached)**

Attached is a list and brief description of all outreach activities performed during the past year.

**Outreach Activity Description Form for  
KKBJ AM, KKBJ FM and WBJI FM**

Year 2017      Name of Activity: Internship Program

R.P. Broadcasting currently offers internship program(s) in association with Bemidji State University's (BSU) Integrated Media Department and Business Administration Department as well as University of Minnesota and other Community Colleges and Technical College programs in the region, BSU's Integrated Media Department trains students for careers in the field of radio, television and journalism. The Business Admin Dept. trains students for careers in the field of business. R.P. Broadcasting management has developed a professional relationship and internship program in both departments.

In 2017, R.P. Broadcasting provided an opportunity for seven internships. This position was filled by seven Interns. All seven from BSU. All interns worked with and experienced many areas of the radio station including announcing, promotions, and sales. R.P. Broadcasting internship program was reviewed by professors from BSU's Integrated Media Department and Business Administration Department. They are satisfied with the program and the training and experience the students received.

Based on the continuing internship programs, R.P. Broadcasting, the employment units for WBJI FM and KKBJ AM & FM, has fulfilled one of the two outreach requirements for EEO compliance for small market stations.

Respectfully,



Troy Paskvan  
General Manager  
R.P. Broadcasting

**Outreach Activity Description Form for  
KKBJ AM, KKBJ FM and WBJI FM**

Year 2017      Name of Activity: Job Fair Attendance

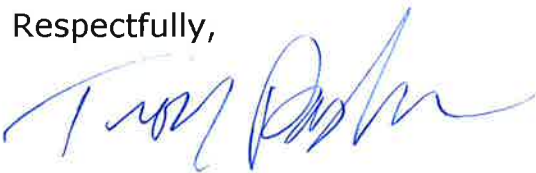
R.P. Broadcasting consisting of Troy Paskvan, General Manager, Mark Ricci Operations Manager, Sales Manager have attended one job fair in the past year. According to guidelines established by the FCC, attendance at these job fairs qualifies as a needed outreach initiative needed for small market stations such as KKBJ AM, KKBJ FM and WBJI FM.

February 22<sup>nd</sup>, 2017 BSU/NTC Internship & Job fair. 10-1pm in the Beaux Arts Ballroom. Free to all students!

April 7<sup>th</sup>, 2017 Bemidji Regional Job Fair. This event is help connect businesses with those seeking employment. Interviews on the spot. 4:30-7:00 pm. Location: George W Neilson Convention Center in the Sanford Center Ballroom - 1111 Event Center Dr. NE Gate 4 job fair was conducted by the Minnesota Workforce center, a state employment agency along with the Rural MN CEP, Department of Employment and Economic Development, Greater Bemidji and the Bemidji Area Chamber. R.P. Broadcasting stations promoted said job fair during the Community Calendar. Job fairs were attended by hundreds of people living throughout our listening area.

Based on attendance job fairs in 2017, R.P. Broadcasting, the employment unit for KKBJ AM, KKBJ FM and WBJI FM is fulfilling one of the outreach requirements for EEO compliance.

Respectfully,



Troy Paskvan  
General Manager  
R.P. Broadcasting

**Outreach Activity Description Form for  
KKBJ AM, KKBJ FM and WBJI FM**

Year 2017

Name of Activity: Scholarship Programs

R.P. Broadcasting participates in the Minnesota Broadcasters Association's annual Scholarship program. R.P. Broadcasting airs a series of public service announcements on its radio stations. The public service announcements promote the Jim Wycore scholarship program which provides ten \$1,500 scholarships to college students majoring in broadcasting, journalism, electronic media, advertising sales, and marketing. The scholarships continue to promote the field of broadcasting as a great career choice.

R.P. Broadcasting annually sponsors Bemidji State University's Alumni Gala and Alumni Street Dance. The Gala recognizes alumni for their achievements while acting as a major fundraising event for the Alumni Foundation. The annual Alumni Street Dance held during homecoming weekend is also a major fundraising event with more than 1000 alumni in attendance. Proceeds from these events support scholarships at Bemidji State University.

Based on participation in the Minnesota Broadcast Association Scholarship program, R.P. Broadcasting, the employment units for WBJI FM and KKBJ AM & FM is fulfilling the outreach requirements for small market EEO compliance.

Respectfully,



Troy Paskvan  
General Manager  
R.P. Broadcasting