

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

Year 2014

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

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: Announcer/News Announcer

2. Job Title: Sales Executive

3. Job Title:

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

1. Job Title: Sales Executive

Source	Contact Person	Address	Tel #	Referred Person Hired?
Pioneer Newspaper	Classified Dept.	P.O. Box 455 Bemidji, MN 56601	218-333-9200	No
MN Broadcasters	NA	http://www.minnesotabroadcasters.com/	NA	NO
TV and Radio Jobs	NA	http://tvandradiojobs.com	NA	NO
All Access	NA	www.allaccess.com	NA	NO
RP Broadcasting	Dan Voss	2115 Washington Ave. S Bemidji, MN 56601	218-751-7777	Yes
MN Workforce Center Bemidji	Tim Qualley	616 America Avenue NW, Suite 210	218-333-8200	No

2. Job Title: Announcer/News Person

Source	Contact Person	Address	Tel #	Referred Person Hired?
Pioneer Newspaper	Classified Dept.	P.O. Box 455 Bemidji, MN 56601	218-333-9200	No
MN Broadcasters	NA	http://www.minnesotabroadcasters.com/	NA	NO
All Access	NA	www.allaccess.com	NA	NO
RP Broadcasting	Dan Voss	2115 Washington Ave. S Bemidji, MN 56601	218-751-7777	Yes
MN Workforce Center Bemidji	Tim Qualley	616 America Avenue NW, Suite 210	218-333-8200	No

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

13

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

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
Pioneer Newspaper	Classified Dept	1320 Neilson Ave. S.E. Bemidji	(218)751-3740	3
MN Broadcasters	Web Site	3033 Excelsior Blvd Suite 301 Minneapolis, MN 55416	612-926-8123	2
R.P. Broadcasting	Dan Voss	2115 Washington Ave. S.E.	(218)751-7777	5
All Access	NA	www.allaccess.com	NA	0
MN Workforce Center Bemidji	Tim Qualley	616 America Avenue NW, Suite 210	218-333-8200	2
TV and Radio Jobs	NA	http://tvandradiojobs.com	NA	1

Outreach Activities: (See Attached)

Attached is a list and brief description of all outreach activities performed during the past year. As of the filing of this report, no organizations have requested information regarding job openings.

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

Year 2014

Name of Activity: Internship Program

R.P. Broadcasting currently has an internship program in association with Bemidji State University's (BSU) Mass Communication Department. BSU's Mass Communication Departments trains students for careers in the field of radio, television and journalism. R.P. Broadcasting management has developed a professional relationship and internship program with professors in both colleges.

In 2013 & 2014, R.P. Broadcasting provided an opportunity for two internships. These position was filled by Bemidji State University students in their senior year. They worked with and experienced many areas of the radio station including announcing, promotions, and sales. Their specific area of focus was in the development of a resource guide given to seniors at the Boomers and Beyond senior expo. During this internship period, R.P. Broadcasting's internship program was reviewed by a professor of Bemidji State University's Mass Communication Dept. He was satisfied with the program and the resulting training and experience the students received.

Based on the continuing internship program in 2013 and 2014, 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,

A handwritten signature in blue ink that reads "Daniel J. Voss". The signature is fluid and cursive, with the first name being the most prominent.

Daniel J. Voss
General Manager
R.P. Broadcasting

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

Year 2014 Name of Activity: Job Fair Attendance

R.P. Broadcasting Management consisting of Daniel J. Voss, General Manager or Jeff Halverson, Sales Manager have attended two job fairs in the past year. According to guidelines established by the FCC, attendance at these job fairs, along with two other in 2013, qualifies as one of two needed outreach initiatives needed for small market stations such as KKBJ AM, KKBJ FM, and WBJI FM.

The first job fair attended in 2014 was the Bemidji State University job fair held on March 26, 2014 at BSU. The second job fair was attended on April 10, 2014. The 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 fairs during the Community Calendar. These job fairs were attended by hundreds of people living throughout our listening area.

Based on attendance of four job fairs in 2013 and 2014, R.P. Broadcasting, the employment unit for KKBJ AM, KKBJ FM, and WBJI FM has fulfilled one of the outreach requirements for EEO compliance.

Respectfully,



Daniel J. Voss
General Manager
R.P. Broadcasting

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

Year 2014 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 up to ten \$1,500 scholarships to college students. The scholarships continue to promote the field of broadcasting as a great career choice.

One scholarship will be reserved for a student with a career interest in broadcast/electronic media technology. The applicant must be majoring in or taking courses in the following areas: computer science/technology, electrical engineering, electronics technology or closely related fields. The remaining scholarships will be awarded to students demonstrating an interest in broadcasting careers including advertising sales, web/social media development, entertainment programming, marketing and promotions, news reporting and administrative support. Women and persons with protected characteristics historically underrepresented in the broadcasting/electronic communications field are encouraged to apply.

Based on participation in the Minnesota Broadcast Association Scholarship program in 2013 and 2014, R.P. Broadcasting, the employment units for WBJI FM and KKBJ AM & FM, has fulfilled one of the two outreach requirements for small market EEO compliance.

Respectfully,

A handwritten signature in blue ink that reads "Daniel J. Voss". The signature is fluid and cursive, with the first name being the most prominent.

Daniel J. Voss
General Manager
R.P. Broadcasting