

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

Year 2016

EEO Public File Report for KKBJ AM, KKBJ FM, WBJI, WMIS and KPMI AM

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 Person	Address	Tel #	Referred Person Hired?
Bemidji Pioneer	Classified Dept	1320 Neilson Ave. S.E. Bemidji	(218)751-3740	No
MN Broadcasters Job Bank	Web Site	3033 Excelsior Blvd Suite 301 Minneapolis, MN 55416	612-926-8123	No
Ads on R.P. Broadcasting/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 Person	Address	Tel #	Referred 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/Paskvan Media Stations	Mark Ricci	2115 Washington Ave. S.E.	(218)751-7777	No
Indeed	Web Site	www.indeed.com	NA	No
All Access	Mark Ricci	https://www.allaccess.com/forum/vi ewforum.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)

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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
Bemidji Pioneer	Classified Dept	1320 Neilson Ave. S.E. Bemidji	(218)751-3740	2
MN Broadcasters Job Bank	Web Site	3033 Excelsior Blvd Suite 301 Minneapolis, MN 55416	612-926-8123	2
Ads on R.P. Broadcasting/Paskvan Media Stations	Mark Ricci	2115 Washington Ave. S.E.	(218)751-7777	3
Jobs HQ	Web Site	www.jobshq.com	NA	1
Indeed	Web Site	www.indeed.com	NA	2
All Access	Mark Ricci	https://www.allaccess.com/forum/vi ewforum.php?f=10	NA	3

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, KPMI AM, WMIS FM and WBJI FM**

Year 2016

Name of Activity: Job Fair Attendance

R.P. Broadcasting/Paskvan Media Management 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 initiatives needed for small market stations such as KKBJ AM, KKBJ FM, WMIS –FM, KPMI-AM and WBJI FM.

April 7th, 2016 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/Paskvan Media 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 2016, R.P. Broadcasting/Paskvan Media, the employment unit for KKBJ AM, KKBJ FM, WMIS-FM, KPMI-AM and WBJI FM is fulfilling one of the outreach requirements for EEO compliance.

Respectfully,



Troy Paskvan
General Manager
R.P. Broadcasting/Paskvan Media/Paskvan Media

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

Year 2016

Name of Activity: Scholarship Programs

R.P. Broadcasting/Paskvan Media participates in the Minnesota Broadcasters Association's annual Scholarship program. R.P. Broadcasting/Paskvan Media 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/Paskvan Media 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/Paskvan Media, 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/Paskvan Media/Paskvan Media

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

Year 2016

Name of Activity: Internship Program

R.P. Broadcasting/Paskvan Media 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/Paskvan Media management has developed a professional relationship and internship program in both departments.

In 2016, R.P. Broadcasting/Paskvan Media provided an opportunity for Two internships. This position was filled by two Interns. One from the University of Minnesota and one from Lake Superior college. both interns worked with and experienced many areas of the radio station including announcing, promotions, and sales. R.P. Broadcasting/Paskvan Media's 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/Paskvan Media, the employment units for WMIS, KPMI, 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/Paskvan Media