

ANNUAL EEO PUBLIC REPORT

Dates: December 1, 2016 through November 30, 2017

Employment Unit: Bemidji Radio Inc.

Stations: KKWB

This report prepared by: Edward Paul De La Hunt

Radio Stations KKWB employees **fewer than 5 full-time employees.**

Full Time Position(s): Station Manager, Announcer, Sales Executive

RECRUITMENT SOURCES AND AGENCIES:

Working relationship with many area schools, broadcasting sources and agencies are maintained should someone be interested in a career in broadcasting or if employees are needed. Majority of our employment comes from Broadcast schools and resumes that are randomly being received through the mail as a result of source relationships. Primary sources include (but not limited exclusively to) the following:

Minnesota Broadcasters Association/Job Bank

3033 Excelsior Blvd, Suite 310
Minneapolis, MN 55416

Bemidji State University

Placement Office
Bemidji, MN 56470

Northwest Technical College

Placement Office
Bemidji, MN 56470

Coyote 102.5 FM Radio Website/Coyote Facebook

www.coyote102.com

We also do advertising on our own airwaves that we are looking for various positions when we have openings.

OUTREACH INITIATIVES:

Job Fairs

Park Rapids Area Job Fair – Sponsored by the Hubbard County Regional Development, Park Rapids Chamber of Commerce, Minnesota Workforce Center, and Rural Minnesota CEP, March 9, 2017. Job Fair was attended by station representative Bernie Schumacher. The Job Fair provided attendees and upcoming graduation class with the opportunity to visit with station employers and seek future employment options.

Bemidji State University and Northwest Technical College Job Fair. Job Fair, March 30, 2016. Job Fair attended by station staff Edward De La Hunt, Tammy De La Hunt and Richard De La Hunt. The event was held at the Bemidji State University. The event was widely publicized throughout campus with a particular focus on the School of Journalism and Mass Communications, the Communications Studies Department and the College of Liberal Arts. This showcased job opportunities and the event was open to the public. Printed posters, email, website and social media were utilized to reach potential attendees.

Career Days/Youth Programs. During the reporting cycle, Edward Paul De La Hunt worked with High Schools in the region on Career Days and Youth Outreach programs. As example, Edward Paul De La Hunt served as a Media Coordinator on the Hubbard County Youth Alcohol Task Force. Serving in this position gave high school youth direct access to the radio station to create radio message. Station personnel have attended Career Day events at area high schools to present career options in radio broadcasting.

Internship Program

Bemidji State University Internship program in which we work with advisors in the Mass Communications Department of the college in order to have students fulfill their Internship requirements before graduation. Contact at Bemidji State University is Virgil Bakken. Recent interns were approved for 120 hours of Internship, Sean Keiselhorst. As a result on the internship program, both were employed in Part-time Positions.

College Outreach Station Tours

Bemidji State University Mass Media program requires students to visit station outside of Bemidji, Minnesota. Tours provide an opportunity of outreach and educational experience. Numerous students from the Bemidji State Mass Communications Department of the college have visited the studio location in Park Rapids.

High School Outreach Program

The Radio Station has participated in numerous outreach programs with area schools to include: student participation and preparation of PSA Announcement; Community Education Department Events; and ongoing student employment opportunities for high school sports board operator through High School Media Department. The Radio Station participates in outreach program with the Park Rapids School System to include: BPA program training students to participate as student training employment opportunities.

In January 2017, Edward Paul De La Hunt attended the Careers in the Classroom Event at the Park Rapids Area High School. This program served as a career introduction to broadcasting and media. A student has the opportunity to ask questions and learn about radio broadcasting and sales career.

Youth Community Outreach Tours

Local Club Scouts in order to fulfill Communications Badge have visited the radio station on an annual basis. The tours serve as an opportunity of outreach and educational.

Employment Full-time Jobs Filled Previous Year

None.



Bemidji's Hottest Country Station!

PO Box 1021 Bemidji, MN 56619
(218) 444-1025 Office
(218) 444-5153 Fax
Email: KKWB102@Paulburyan.net

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th St., N.W.
Washington, DC 20554

March 10, 2017

Re: EEO Audit Letter
KKWB, Facility No. 165963
Kelliher, Minnesota

To whom this may concern:

Bemidji Radio, Inc., hereby responds to the Commission's Letter dated February 8, 2017 requesting information concerning compliance with the FCC's Equal Employment Opportunity Rules. Bemidji Radio, Inc. is licensee of Station KKWB, Kelliher, Minnesota, a station identified on the FCC's 2017 list EEO Audits issued on February 8, 2017. Public Notice, DA 17-141 (Feb. 8, 2017).

The employment unit of which Station KKWB is a part does not employ five or more full-time employees. The full-time employees of the employment unit are listed below:

| | |
|-----------------|------------|
| Sales Manager | 40 hrs/ wk |
| Announcer | 40 hrs/wk |
| Sales Executive | 40 hrs/wk |

There are no pending or resolved complaints involving the Station filed during the station's current license term before any body having competent jurisdiction under federal, state, territorial, or local law, alleging unlawful discrimination in the employment practices of the station's employment unit on the basis of race, color, religion, national origin, or sex.

If there are any questions, please feel free to contact us.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Edward Paul De La Hunt', written over a horizontal line.

Edward Paul De La Hunt
President



Federal Communications Commission
Washington, D.C. 20554

APR 14 2017

Edward Paul De La Hunt
President, Bemidji Radio, Inc.
PO Box 1021
Bemidji MN 56619

Re: KKWB(FM), Kelliher, MN (Fac. ID # 165963)

Dear Mr. De La Hunt:

We have completed our review of the response of Bemidji Radio, Inc., licensee of the above-noted station, to the February 8, 2017, random audit letter sent to it in accordance with the provisions of 47 C.F.R. § 73.2080(f)(4) of the Commission's Equal Employment Opportunity (EEO) rules. As a result of our review, we find that no further action is required. In accordance with Section 73.3526(e)(10) of the Commission's rules for commercial stations or Section 73.3527(e)(11) for noncommercial stations, the licensee must place copies of this letter, our audit letter, and its audit response in the public inspection file of the station. The licensee must maintain these materials in the file until the next grant of the renewal application, by final order, of the license for the station.

Should you have any questions concerning this matter, you may call the EEO staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,


Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau