

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

Year 2013

EEO Public File Report for KKBJ AM & FM, WBJI FM, KPMI AM & WMIS 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: Sales Executive

2. Job Title:

3. Job Title:

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

1. Job Title:

Source	Contact Person	Address	Tel #	Referred Person Hired?
Bemidji Pioneer	Classified Dept	1320 Neilson Ave. S.E. Bemidji	(218)751-3740	Yes
MN Broadcasters Job Bank	Web Site	3033 Excelsior Blvd Suite 301 Minneapolis, MN 55416	612-926-8123	No
R.P. Broadcasting	Dan Voss	2115 Washington Ave. S.E.	(218)751-7777	No
All Access	Web page	www.allaccess.com	NA	No
TV and Radio Jobs.com	Web page	www.tvandradiojobs.com	NA	No
Minnesota Workforce	Tim Qualley	616 America Ave NW, Bemidji, MN 56601	(210 333-8200	No

2. Job Title:

Source	Contact Person	Address	Tel #	Referred Person Hired?

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	3
MN Broadcasters Job Bank	Web Site	3033 Excelsior Blvd Suite 301 Minneapolis, MN 55416	612-926-8123	1
R.P. Broadcasting	Dan Voss	2115 Washington Ave. S.E.	(218)751-7777	4
All Access	Web page	www.allaccess.com	NA	1
TV and Radio Jobs.com	Web page	www.tvandradiojobs.com	NA	0
Minnesota Workforce	Tim Qualley	616 America Ave NW, Bemidji, MN 56601	(210 333-8200	2

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 2013

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, R.P. Broadcasting provided an opportunity for one internship. This position was filled by a Bemidji State University student in her junior year. She worked with and experienced many areas of the radio station including announcing, promotions, and sales. Her specific area of focus was in the development of a new resource guide given to senior 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, R.P. Broadcasting, the employment units for WBJI FM and KKBJ AM & FM, is fulfilling one of the two outreach requirements for EEO compliance for small market stations.

Respectfully,



Daniel J. Voss
General Manager
R.P. Broadcasting

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

Year 2013

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 \$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 one of the two outreach requirements for small market EEO compliance.

Respectfully,



Daniel J. Voss
General
Manager
R.P. Broadcasting

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

Year 2013 Name of Activity: Job Fair Attendance

R.P. Broadcasting has attended two job fairs in the past year. According to guidelines established by the FCC, attendance of job fairs qualifies as a needed outreach initiatives needed for small market stations such as KKBJ AM, KKBJ FM, and WBJI FM.

Sales Manager Jeff Halverson attended the job fair sponsored by the Minnesota Workforce center, a state employment agency. The job fair took place on April 11, 2013. Jeff Halverson also attended Bemidji State University's Career Fair held February 19, 2013. These job fairs were attended by hundreds of persons living throughout our listening area. Many minorities including Native Americans and women were in attendance at these job fairs.

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

Respectfully,

A handwritten signature in blue ink, reading "Daniel J. Voss". The signature is fluid and cursive, with the first name "Daniel" being more prominent than the last name "Voss".

Daniel J. Voss General Manager
R.P. Broadcasting