

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

Year 2009          Name of Activity: Training Program

R.P. Broadcasting as part of its ongoing outreach initiatives has established an on-going training program to enable station personnel to acquire the skills needed for high level broadcasting positions.

R.P. Broadcasting's training program has been in place for many years. As a manager, I feel it is important that all employees receive both formal and informal training to allow them the opportunity for future advancement.

2009: In July of 2009, one of R.P. Broadcasting's announcers attended Conclave in Minneapolis, MN. This two day event provides continued on-air as well as management training. R.P. Broadcasting also provides monthly on-going in-house training to it's employees. Also in 2009, R.P. Broadcasting's sales staff attended two sessions of small business marketing training developed by Bemidji State University. All of this training better prepares R.P. Broadcasting employees for future advancement and promotion.

Based on the continuing training program, R.P. Broadcasting, the employment units for WBJI FM and KKBJ AM & FM, is fulfilling one of the outreach requirements for EEO compliance.

Respectfully,



Daniel J. Voss  
General Manager  
R.P. Broadcasting