

# Equal Employment Initiatives

## BDI Broadcasting – December 1, 2009

Station(s): KIKV FM and KULO FM  
(list all that are included within Employment Unit)

Community(ies) of License: KIKV-SAUK CENTRE, MN and KULO-FM ALEXANDRIA, MN

Date of Annual Report: 12/01/09  
(enter the anniversary of the date the renewal application must be filed, which is four months prior to expiration of license)

No. of Full-time Employees:<sup>1</sup> 5 – 10 \_\_\_\_\_ / More than 10 X \_\_\_\_\_  
(check the number that applies)

In the preceding year, the Employment Unit has engaged in (check all that apply):

		Ex. No. <sup>2</sup>
<p><u>X</u> Participated in at least 4 <b>job fairs</b> by station personnel who have substantial responsibility in making hiring decisions.</p>	<p>1) <u>Alexandria Job Fair 2/11/2009</u></p> <p>2) <u>Leach lake Reservation Career/Job Fair, Walker 2/13/09</u></p> <p>3) <u>Central Lakes College 3/24/09</u></p> <p>4) <u>Bemidji State University Career/Job Fair, Bemidji, 3/25/09.</u></p> <p>5) <u>Career Day Alexandria 11/24/09</u></p>	<p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>_____ Hosted at least one <b>job fair</b>.</p>	<p>1) _____</p> <p style="text-align: center;"><small>(Date/Location/Event)</small></p>	<p>_____</p>

<sup>1</sup> An employee with 50% or more ownership, or employees with 20% or more ownership where there is no owner with 50% or more ownership, are not regarded as employees.

<sup>2</sup> For insertion in an EEO binder, place a description of the activity and/or proof of participation behind a numbered tab. Insert appropriate exhibit number in the line next to the activity.

<hr/>	Co-sponsored at least one <b>job fair</b> with organizations in the business and professional community whose membership includes substantial participation by women and minorities.	1) <hr/>	<hr/>
		(Date/Location/Event)	
<hr/>	Participated in at least 4 <b>events</b> sponsored by <b>organizations</b> representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	1) <hr/>	<hr/>
		(Date/Location/Event)	
		2) <hr/>	<hr/>
		(Date/Location/Event)	
		3) <hr/>	<hr/>
		(Date/Location/Event)	
		4) <hr/>	<hr/>
		(Date/Location/Event)	
<hr/>	Established an <b>internship</b> program designed to assist members of the community to acquire skills needed for broadcast employment.	Describe:	<hr/>
<hr/>	Participated in <b>job banks, internet programs</b> , and other programs designed to promote outreach generally ( <i>i.e.</i> , that are not primarily directed to providing notification of specific job vacancies).	Describe:	<hr/>
<u>X</u> <hr/>	Participated in <b>scholarship</b> programs designed to assist students interested in pursuing a career in broadcasting.	Describe: Minnesota Broadcasters Assn Scholarship program	<hr/>
<hr/>	Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Describe:	<hr/>
<hr/>	Established a <b>mentoring</b> program for station personnel.	Describe:	<hr/>
<hr/>	Participated in at least 4 <b>events</b> or <b>programs</b> sponsored by <b>educational</b> institutions relating to career opportunities in broadcasting.	1) <hr/>	<hr/>
		(Date/Location/Event)	
		2) <hr/>	<hr/>
		(Date/Location/Event)	
		3) <hr/>	<hr/>
		(Date/Location./Event)	
		4) <hr/>	<hr/>
		(Date/Location/Event)	

_____	Sponsored at least 2 <b>events</b> in the <b>community</b> designed to inform and educate the public as to employment opportunities in broadcasting.	1) _____ (Date/Location/Event) 2) _____ (Date/Location/Event)	_____ _____ _____
_____	<b>Listed</b> each <b>upper-level</b> category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	Identify job banks/newsletters	_____
_____	Provided <b>assistance</b> to unaffiliated non-profit entities in <b>maintaining web sites</b> that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting	Describe:	_____
_____	Provided <b>training</b> to <b>management level personnel</b> on methods of ensuring equal employment opportunity and prevent discrimination.	Describe:	_____
_____	Provided <b>training</b> to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.	Describe:	_____
_____	Participated in <b>other</b> activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Describe:	_____

**BDI Broadcasting, Inc.**  
**2009 EEO Local Public File Report**

**BDI Broadcasting, Inc. had no vacancies during the period December 1, 2008 - November 30, 2009.**

Addendum to Job Fairs. The following Job Fairs were staffed by;

- 1) Alexandria Job Fair 2/11/09 Trudy Blanshan, Sales Mgr and Dave Vagle, GM
- 2) Leach lake Reservation Career/ Job Fair, Walker 2/13/09 Todd Haugen, PD
- 3) Central Lakes College Job Fair, 3/24/09 Tom Albrecht Station Mgr
- 4) Bemidji State University Career/Job Fair, Bemidji, 3/25/09. Jack Hicks Program Dir.
- 5) Career Day, Alexandria 11/24/09 John Rice PD and Dave Vagle GM