

**Annual EEO Public File Report**

The purpose of this EEO Public File Report is to comply with Section 73.2080(e) (6) of the FCC's 2002 EEO Rule. This EEO Public File Report is on behalf of the Station Employment Unit that is comprised of the following stations:

KLTA-FM, Breckenridge, MN (FIN: 64359)  
KVOX-FM, Moorhead, MN (FIN: 35864)  
KPFX-FM, Fargo, ND (FIN: 47310)  
KQWB-FM, Moorhead, MN (FIN: 21191)  
KQWB-AM, West Fargo, ND FIN: 87146)  
KBMW-AM, Breckenridge, MN (FIN: 70500)

The information contained in this EEO Public File Report covers the period from December 1, 2007 to, and including, November 30, 2008. The FCC's 2002 EEO Rule requires that this EEO Public File Report contain the following information:

1. A list of all full-time vacancies filed by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment sources utilized to fill the vacancy;
3. The recruitment source that referred the hire for each full-time vacancy;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by cash recruitment sources utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(e) (2) of the FCC Rules.

Appendices 1, 2 and 3 which follow provide the required information.

Originally placed in Public Files on December 1, 2008.

**Appendix 1**

Monterey Licenses, LLC  
 Annual EEO Public File Report  
 Period Covered December 1, 2007 to November 30, 2008

Vacancy Information:

Full Time Positions By Job Title	Recruitment Source	Total Number of Interviewees from Hire
Sales Representative	Referral	17**
Assistant Sales Associate	Job Service	5
On-Air Personality-KLTA FM	All Access.com	4
On-Air Personality-KBMW-AM	All Access.com	10***
On-Air Personality-KBMW-AM	Referral	***
Sales Representative	Referral	17**

Total number of Interviewees for all positions: 36

\*\* The indicated (2) Two Sales Positions were interviewed from one employment pool for the reporting period – total interviewed was 17.  
 \*\*\* The indicated Program Positions were interviewed from one employment pool for the reporting period – total interviewed was 10.

Monterey Licenses, LLC

Appendix 2

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Recruitment Source Information

Recruitment Source	Total Number of Interviewees	Full Time Position This Source was Utilized For
North Dakota Job Service – (Local Office) 1350 32 <sup>nd</sup> Street, SW Fargo, ND 58103 And Wahpeton, ND 58075 <a href="http://www.jobsnd.com">www.jobsnd.com</a> (701) 239 7300	6	All Positions
The Forum (newspaper) 101 5 <sup>th</sup> Street North Fargo, ND 58102 <a href="http://www.in-fourm.com">www.in-fourm.com</a> classified ads – (701)241-5500	9	All Positions
Station on Air Announcements: KLTA-FM, KVOX-FM, KPFX-FM, KQWB-FM, KQWB-AM, KBMW-AM Michael Brooks – (701)237-4500	2	All Positions
On-Line Advertisements <a href="http://www.fargojobs.com">www.fargojobs.com</a> Michael Brooks-(701)237-4500	2	All Positions
All Access.com 28955 Pacific Coast Highway Malibu, CA 90265 Contact: Joel Denver jdenver@allaccess.com	14	Program Positions
Referrals Go Radio Broadcasting 2720 7 <sup>th</sup> Avenue South Fargo, ND 58103 (701) 237-4500	3	All Positions

Referrals Michael Brooks-(701) 237-4500 Janice Whittemore (701) 237-4500 Bill Dablow-(701) 642-8747		All Positions
Station Walk In Triad Broadcasting Job Application Sandy Anderson (701) 237-4500		All Positions

Total number of Interviewees for all positions: 36

No organizations have requested notification of all job openings. Thus, all of the sources listed above were selected by the Employment Unit

**Appendix 3**

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Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Monterey Licenses, LLC licensee of the above referenced station, has and will continue to be an Equal Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach, including the following:

1. Harassment-Free Workplace (73.2080(c) (2) (xiv)). This employment seminar was conducted on March 11 and March 25, 2008 and attended by the station employment unit's Management Personnel. The seminar was conducted by Melissa Irwin with TPO Human Resource-Management and included instructions in "Having a Harassment-Free Workplace".
2. Internship Programs (73.2080(c) (2) (v)). The program is designed to help college students acquire skills needed to obtain broadcast employment. Area colleges, including North Dakota State University, Concordia College and Minnesota State University Moorhead, are notified of the opportunity to participate. The interns are given the chance to explore various areas of broadcast employment. This program was available during the reporting period but was not utilized by any students.
5. Career Days Outreach (73.2080(c) (2) (IV)). The program is designed to help area students to understand the skills needed to obtain broadcast employment. The career days were held throughout the school year and involve station employees visiting local area high schools and universities and participating in question and answer sessions to help students understanding the issues surrounding employment in the broadcast industry.
6. Radio Station Building Tours (73.2080(c) (2) (xvi)). The monthly program offers area schools and students the opportunity to tour the Stations' broadcast facilities and talk to on-air staff to learn about the broadcast industry. Area students have used this as an opportunity to learn more about careers in broadcasting and to meet on air personalities at the stations.
7. Advertising & Marketing Class (73.2080(c) (2) (x)). Eric Heyer and Janice Whittmore, employees at the Stations, spoke to the Advertising & Marketing class at Minnesota State University Moorhead in Moorhead, Minnesota. They discussed the requirements for working in radio broadcasting, their current job duties, and how advertising and marketing relates to radio broadcasting.
8. Job Shadowing (73.2080(c) (2) (IV)). KVOX-FM Morning Show and KQWB-AM Program Director had a student's job shadow their morning show and Program Director

responsibilities. This program is available during the period can be utilized by high school and college students.

9. Marketplace for Entrepreneurs (73.2080(c) (2) (x)). Eric Heyer (Program Director KVOX-FM), Kyle Thilmony (Morning Show Producer KVOX-FM) and Janice Whittmore (Operations Manager) spoke at the May 2008 seminar for area students about careers in radio.