

Monterey Licenses, LLC

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, 2010 to, and including, November 30, 2011. 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, 2011.

Appendix 1

Monterey Licenses, LLC
 Annual EEO Public File Report
 Period Covered December 1, 2010 to November 30, 2011

Vacancy Information:

Full Time Positions By Job Title	Recruitment Source Hire	Total Number of Interviewees from
Sales Representative (Fargo)	Referral **	20
Sales Representative (Fargo)	Referral **	20
On-Air Personality-KVOX-FM (program director)	All Access.com	5
On-Air Personality-KBMW-AM (Program Director)	Referral ***	2
On-Air Personality-KVOX-FM (morning)	Promotion from Part-Time Employee to Full-Time	
Sales Representative (Wahpeton)	Referral	2
On-Air Personality – KBMW-AM	Referral ***	3

Total number of Interviewees for all positions 32:

** The indicated (2) Two Sales Positions were interviewed from one employment pool for the reporting period – total interviewed was 20 for both positions.

*** The indicated (2) On-Air Personality Positions for KBMW-AM were interviewed from one employment pool for the reporting period – both hired within 2 months.

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Appendix 2

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Recruitment Source Information

Recruitment Source	Total Number of Interviewees	Full Time Position This Source was Utilized For
Monster.com www.monster.com 1-800-666-7837		Sales Positions
North Dakota Job Service – (Local Office) 1350 32 nd Street, SW Fargo, ND 58103 And Wahpeton, ND 58075 www.jobsnd.com (701) 239 7300		All Positions
The Forum (newspaper) 101 5 th Street North Fargo, ND 58102 www.in-fourm.com classified ads – (701)241-5500	8	All Positions
Station on Air Announcements: KLTA-FM, KVOX-FM, KPFX-FM, KQWB-FM, KQWB-AM, KBMW-AM Michael Brooks – (701)237-4500	8	All Positions
On-Line Advertisements www.fargojobs.com Michael Brooks-(701)237-4500		All Positions
All Access.com 28955 Pacific Coast Highway Malibu, CA 90265 Contact: Joel Denver jdenver@allaccess.com	5	Program Positions
Referrals Go Radio Broadcasting 2720 7 th Avenue South	4	All Positions

Fargo, ND 58103 (701) 237-4500		
Referrals KBMW-AM 605 Dakota Avenue Wahpeton, ND 58074 Michael Brooks-(701) 237-4500 Bill Dablow-(701) 642-8747	7	All Positions
Station Walk In Triad Broadcasting Job Application Sandy Anderson (701) 237-4500		All Positions
Wahpeton Daily News (newspaper) PO Box 760 Wahpeton, ND 58074 (701) 642-6068		All Positions for KBMW-AM Wahpeton, ND

Total number of Interviewees for all positions 32:

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. 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. Go Radio Broadcasting also utilized their respective on-line websites to solicit for Interns. The interns are given the chance to explore various areas of broadcast and promotional employment. KQWB-FM had one intern, Brady; KVOX-FM had two interns, Jessica & Thomas; KPFX-FM had two interns Ashley & Chase, new this past year was the addition of Interns for all stations promotional departments, which included 23 interns.
2. Radio Station Building Tours (73.2080(c) (2) (xvi)). This 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.
3. Radio Station Building Tours (73.2080(c) (2) (xvi)). This program offers area day care facilities, Girl Scout Troops and Boy Scout Troops the opportunity to tour the Stations' broadcast facilities and talk to on-air staff to learn about the broadcast industry. Area listeners have used this as an opportunity to learn more about careers in broadcasting, to meet on air personalities at the stations and to earn their Media Badge.
4. Advertising & Marketing Class (73.2080(c) (2) (x)). Eric Heyer, Jeremy Hansen, and Amanda Serrano, employees of 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.
5. Workplace Harassment Training (73.2080(c)(2)(xiv)). The video was viewed by all full, part time employees and Interns during the month of November 2011. The video included instruction on what harassment and discrimination is and compliance with State, Federal and Company laws and policies.

6. Triad Broadcasting Training Materials on Difficult Conversations, Managing Conflict and Diversity (73.2080(c)(2)(xiv)). Three separate videos were viewed by Management during October and November 2011. The videos covered information relevant to how Management should deal with employees and situations that arise during the work day.
7. Job Shadowing (73.2080(c) (2) (IV)). KVOX-FM & KPFX-FM had high school and college students job shadow their on-air show and daily responsibilities and promotional activities for a day. This program is available during the period and can be utilized by high school and college students.