

**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, 2008 to, and including, November 30, 2009. 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, 2009.

**Appendix 1**

Monterey Licenses, LLC  
 Annual EEO Public File Report  
 Period Covered December 1, 2008 to November 30, 2009

Vacancy Information:

| Full Time Positions By Job Title       | Recruitment Source | Total Number of Interviewees from |
|--|--------------------|-----------------------------------|
|  |                    |                                   |
| Sales Representative                   | Radio              | 14**                              |
|  |                    |                                   |
| On-Air Personality-KVOX-FM (morning)   | All Access.com     | 3                                 |
| On-Air Personality-KVOX-FM (afternoon) | All Access.com     | 2                                 |
| On-Air Personality-KQWB-FM             | All Access.com     | 3                                 |
| Sales Representative                   | Referral           | 14**                              |
|  |                    |                                   |
|  |                    |                                   |
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|  |                    |                                   |

Total number of Interviewees for all positions: 22

\*\* The indicated (2) Two Sales Positions were interviewed from one employment pool for the reporting period – total interviewed was 14.

Monterey Licenses, LLC

Appendix 2

Monterey Licenses, LLC  
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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)<br>1350 32 <sup>nd</sup> Street, SW<br>Fargo, ND 58103<br>And Wahpeton, ND 58075<br><a href="http://www.jobsnd.com">www.jobsnd.com</a><br>(701) 239 7300 |                              | All Positions                                   |
| The Forum (newspaper)<br>101 5 <sup>th</sup> Street North<br>Fargo, ND 58102<br><a href="http://www.in-fourm.com">www.in-fourm.com</a><br>classified ads – (701)241-5500                           | 4                            | All Positions                                   |
| Station on Air Announcements:<br>KLTA-FM, KVOX-FM, KPFX-FM,<br>KQWB-FM, KQWB-AM, KBMW-AM<br>Michael Brooks – (701)237-4500   | 4                            | All Positions                                   |
| On-Line Advertisements<br><a href="http://www.fargojobs.com">www.fargojobs.com</a><br>Michael Brooks-(701)237-4500   | 4                            | All Positions                                   |
| All Access.com<br>28955 Pacific Coast Highway<br>Malibu, CA 90265<br>Contact: Joel Denver<br><a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a>                                      | 8                            | Program Positions                               |
| Referrals<br>Go Radio Broadcasting<br>2720 7 <sup>th</sup> Avenue South<br>Fargo, ND 58103<br>(701) 237-4500   |                              | All Positions                                   |

|  |   |               |
|--|---|---------------|
| Referrals<br>Michael Brooks-(701) 237-4500<br>Janice Whittemore (701) 237-4500<br>Bill Dablow-(701) 642-8747 | 1 | All Positions |
| Station Walk In<br>Triad Broadcasting Job<br>Application<br>Sandy Anderson (701) 237-4500                    | 1 | All Positions |
|  |   |               |

Total number of Interviewees for all positions: 14

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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Period Covered December 1, 2008 to November 30, 2009

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. The interns are given the chance to explore various areas of broadcast employment. KLTA-FM had two interns during the reporting period, Molly and Joely; KPFX-FM had two interns during the reporting period, Jenn & Jake; KVOX-FM had one intern during the reporting period, Tim; KQWB-FM had three interns during the reporting period, Rob, Joel & Bailey.
2. 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.
3. Advertising & Marketing Class (73.2080(c) (2) (x)). Eric Heyer, Jeremy Hansen, and Amanda Serrano, 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.
4. Job Shadowing (73.2080(c) (2) (IV)). KQWB-FM Program Director had high school student's job shadow his on-air show and Program Director responsibilities. KQWB-FM Program Director also had a College Student job shadow his on-air show, music director responsibilities and promotional activities for a day. This program is available during the period can be utilized by high school and college students.