

Red Rock Broadcast Group

FCC EEO Narrative Statement

Since its inception, Red Rock Broadcast Group (“the Company”) has been an Equal Opportunity Employer. This Company-Wide policy is set forth in our Employee Manual. It states:

The Company is an Equal Opportunity Employer. We are committed to a policy of equal opportunity for all qualified individuals without regard to race, color, religion, national origin, sex, age, sexual orientation, physical or mental disability, or conditions specifically prohibited by federal, state, and local legislation.

This non-discrimination policy has been widely distributed to all employees and managers and has been placed in the public inspection file as well as here on this website.

The Employee Manual also states with respect to its anti-harassment policy that:

Throughout its history, the Company has adopted an on-going management policy to oversee and insure that all personnel policies and practices and working condition are free from all unlawful forms of employment discrimination. Within the company, managers work closely with all employees to increase equality of opportunity to fully integrate them into all continually scrutinized its pay scale and employment benefits for employees with the same duties to eliminate any unjustified disparity based upon an employee’s race, national origin, color or sex.

The Company’s recruiting and hiring policies have always been and continue to be based upon the first principle that job-related qualifications are the touchstone of the employee selection process and that hiring decisions are entirely free from any explicit or implicit preferences based upon race, national origin, color or sex.

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The Company has provided on-site and off-site training to all management officials on the day-to-day practices that underline the primary of crediting and maintaining our equal employment environment company wide.

The specific features of the Company program include:

Posting of full-time job vacancies on the station's website;

Distribute to Minnesota Broadcasters Association notices of full-time job vacancies with a request that they post the notice on their websites;

Periodically air spots promoting the fact that employment information/job vacancies may be found on its website;

Send notices of job openings to all referral organizations which have asked to be placed on the stations mailing list for its posting and expand the mailing list to include local broadcast organizations;

Advertise the full-time job opening over unaffiliated newspapers and trade publications when practical to do insofar as timing, funding or upon the occasion of an insufficient pool of applicants;

Post job opening on the main office bulletin board so that station employees can compete for openings as well as refer others to the station;

Include applications received within three months prior to the vacancy as part of the review process;

Periodically review recruitment efforts to determine whether selected methodologies and options are effective;

The Company is committed to a community outreach recruitment program that will increase local community and potential applicant awareness of full-time employment opportunities in broadcasting. In this respect, the Company's Employee Manual provides:

In accordance with the FCC's EEO regulations, any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers may request that it be provided notice of KSDM-FM and KGHS-AM job vacancies as they occur.

If your organizations would like to be notified of such vacancies, please contact KSDM/KGHS, 519 Third Street, International Falls, MN 56649 or dennis@ksdmradio.com. Each organization that wishes to be given notice of job vacancies must provide its name, mailing address, e-mail address (if applicable), telephone number, contact person, and identify the category or categories of vacancies of which it request notice. (An organization may request notice of all vacancies)

EMPLOYMENT VACANCIES:

Vacancies will be posted as they become available.

WORKPLACE DISCRIMINATION, HARASSMENT AND RETALIATION POLICY

Employer will not tolerate any behavior that constitutes unlawful discrimination against harassment of, or retaliation against any member of Employer community because of his or her gender, race, color, religion, national origin, age, disability, handicap or any other legally protected characteristic or activity. Employer is committed to ensuring a work environment free of sexual and other unlawful harassment: such harassment is prohibited and will not be tolerated. Any person who engages in or encourages any act constituting discrimination, retaliation, or harassment, including sexual harassment, will be subject to disciplinary action up to and including discharge.

**EEO Public File Report
Stations: International Falls, MN
KGHS-AM and KSDM-FM
Period Covered: December 1, 2015 to December 1, 2016**

A. All full-time vacancies filled: 2

Full-time Positions Filled by Job Title	Total Number of People Interviewed	Recruitment Source that Referred the Hiree
Sales representative	6	KSDM/KGHS

B. Total number of people interviewed for all full-time vacancies: 6

C. Total number of interviewees referred by each recruitment source:

Recruitment Source (name, address, telephone, contact person)	Total Number of Interviewees From this source during period	Full-time positions for which this source was utilized.
Rainy River Community College 1501 Highway 71 International Falls MN 56649 218-283-9427 Sheila Demenge	0	Sales Representative
MN Workforce Center 1501 Highway 71 International Falls, MN	1	Sales Representative

56649 218-283-9427 Sue Frank		
MN Broadcasters Association 3033 Excelsior Blvd Suite 301 Minneapolis, MN 54416 612-926-8123 Jim du Bois	0	Sales Representative
Daily Journal 1602 Hwy 71 International Falls, MN 56649 218-285-3481	2	Sales Representative
KGHS-AM & KSDM-FM 519 3 rd St International Falls, MN 56649 218-283-3481 Dennis Martin	3	Sales Representative

Outreach Initiative record Keeping Worksheet

Stations Claiming Credit: KGHS-AM/KSDM-FM

Type of activity listed under Outreach Initiative Worksheet: Intern Program

Date of Stations Participation: December 1, 2015 to December 1, 2016

D. EEO Contact

Contact Person:

Shawn Skramstad
501 Lake Ave south
Suite 200
Duluth, MN 55802

sskramstad@redrockradio.org

E. Number of Community Organizations requesting notice of full-time vacancies: 1

Minnesota Broadcasters Association
3303 Excelsior Blvd Suite 301
Minneapolis, MN 55416
Telephone: 612-926-8123
Fax: 612-926-9761
Contact Person: Jim du Bois, Executive Director

List of participating interns from December 1, 2015 to December 1, 2016:

Brandon Burns- International Falls High School (December 1, 2015-December 1, 2016)

Aaron Taylor- International Falls High School (December 1, 2015- December 1, 2016)

Intern duties include: Answering phones, being a control board operator for local sports broadcasts and other remote programs, computer and data entry for pro sports broadcasts and other broadcast hours, some on air announcing duties and working with station program logs and weather reporting.

Students get to experience what it's like to work at our local broadcast stations and have the opportunity to learn about other broadcasting career positions such as sales and announcing.