FCC EEO Public File Report

For the Reporting Period: Dec 1, 2024 - Nov 30, 2025

Call Letter	Type of Station	City/State	Facility ID
KBHP-FM	Radio	Bemidji, MN	51878
KBLB-FM	Radio	Nisswa, MN	4337
KBUN-AM	Radio	Bemidji, MN	51879
KBUN-FM	Radio	Blackduck, MN	165994
KIKV-FM	Radio	Sauk Centre, MN	4336
KKWS-FM	Radio	Wadena, MN	28650
KKZY-FM	Radio	Bemidji, MN	77087
KLIZ-AM	Radio	Brainerd, MN	28653
KLIZ-FM	Radio	Brainerd, MN	28654
KLLZ-FM	Radio	Walker, MN	28656
KNSP-AM	Radio	Staples, MN	30016
KUAL-FM	Radio	Brainerd, MN	60495
KULO-FM	Radio	Alexandria, MN	23091
KVBR-AM	Radio	Brainerd, MN	60496
KWAD-AM	Radio	Wadena, MN	28649
WJJY-FM	Radio	Brainerd, MN	5394
K235BP	TV	Bemidji, MN	152419

Req Number	Position	Date Filled	Recruitment Sources Utilized	Candidate Hired by Source ID
24-1351	General Manager	Dec 3, 2024	157, 379, 577, 584, 610, 630, 665, 840, 841, 858, 869, 872, 873, 878, 1294, 1450, 1457, 2187, 2189, 2196, 2204, 2213, 2226, 2259, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 3063, 3111, 5000	2226
24-1457	Brand and Content Director - WJJY-FM	Mar 16, 2025	157, 379, 577, 584, 610, 630, 665, 840, 841, 858, 869, 872, 873, 878, 1294, 1450, 2187, 2189, 2196, 2204, 2213, 2226, 2259, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 3063, 3111, 5000	5000
25-1014	Account Executive	Jun 16, 2025	157, 379, 577, 584, 610, 630, 665, 840, 841, 858, 869, 872, 873, 878, 1294, 1450, 2187, 2189, 2196, 2204, 2213, 2226, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 3063, 3111, 5000	3000
25-1066	Brand and Content Director - Classic Rock & News/Talk	May 22, 2025	157, 379, 577, 584, 610, 630, 665, 840, 841, 858, 869, 872, 873, 878, 1294, 1450, 2187, 2189, 2196, 2204, 2213, 2226, 2259, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 3063, 3111, 5000	2226
25-1169	Account Executive	Nov 20, 2025	157, 379, 577, 584, 610, 630, 665, 840, 841, 858, 869, 872, 873, 878, 1294, 1450, 2187, 2189, 2196, 2204, 2213, 2226, 2259, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 3063, 3111, 5000	1450
25-1170	On-Air Talent	Jul 29, 2025	157, 379, 577, 584, 610, 630, 665, 840, 841, 858, 869, 872, 873, 878, 1294, 1450, 2187, 2189, 2196, 2204, 2213, 2226, 2259, 2287, 2289, 2292, 2296, 3000, 3033, 3034, 3063, 3111, 5000	1450
25-1229	Account Executive	Oct 27, 2025	157, 379, 577, 584, 610, 630, 665, 840, 841, 858, 869, 872, 873, 878, 1294, 1450, 2187, 2189, 2196, 2204, 2213, 2226, 2259, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 3063, 3111, 5000	3000

ode	Recruitment Source	Address	Contact	Candidates Interviewed
57	Augsburg College	2211 Riverside Ave S, Minneapolis, Minnesota 55454	Handshake	0
79	Job Fair			0
77	UW La Crosse Career Services	1725 State St, LaCrosse, Wisconsin 54601	Handshake	0
84	U of Wisconsin Eau Claire, Internships	230 Schofield Hall, Eau Claire, Wisconsin 547024004	Handshake	0
10	Minnesota Broadcasters Association	408 St. Peter Street Suite 423, St. Paul, Minnesota 55102	Tim Hyde	1
30	Minnesota State University Mankato	Career Development Center, WA 209, 730 Maywood Ave, Mankato, Minnesota 56001	Handshake	0
65	Northland Community & Technical College	1101 Hwy 1 E, Thief River Falls, Minnesota 56701	Career Center	0
40	Concordia College Career Center	901 8th St S, Moorhead, Minnesota 56562	Handshake	0
41	St Olaf College	1520 St Olaf Ave, Tomson 270, Northfield, Minnesota 55057	Handshake	0
58	Metropolitan State University Twin Cities	700 E 7th St, St Paul, Minnesota 55106	Handshake	0
69	St Cloud State University Career Center	720 4th Ave S, Centennial Hall #215, St Cloud, Minnesota 563014498	Handshake	0
72	College of St Benedict/St John's	37 College Ave S, Career Services, St Joseph, Minnesota 56374	Handshake	0
73	St. Catherine University	2004 Randolph Ave Room 460 Mailbox #F-26, St Paul, Minnesota 55105	Handshake	0
78	Southwest Minnesota State University Career Svcs	1501 State St BA 156, Marshall, Minnesota 56258	Handshake	0
294	University of Minnesota-All Campuses	411 STSS Building, 222 Pleasant St SE, Minneapolis, Minnesota 55455	Handshake	1
450	Indeed.com			10
457	LinkedIn	2029 Stierlin Ct, Mountain View, California 94043		3
187	Minnesota State University Moorhead	1107 7th Ave S, Moorhead, Minnesota 56563	Handshake	0
189	Alexandria Technical & Community College	1601 Jefferson St, Alexandria, Minnesota 56308	Karen Meuwissen	0
196	Lakes Area Professional Women Association	Box 214, Alexandria, Minnesota 56308	Joyce Moe	0
204	UW River Falls Dept of Journalism	310 North Hall, 410 S. Third Street, River Falls, Wisconsin 54022	Andris Straumanis	0
213	Radio1 Broadcast School	1040 W Center St, Adams, Wisconsin 53910	Joe Deschler	0
226	Employee Referral			7
259	Central Lakes College Brainerd	501 W College Dr, Brainerd, Minnesota 56401	Deb Norlin	2
270	Radio Online	3500 Tripp Ave, Amarillo, Texas 79121-163	Ron Chase	1
275	Inside Radio	PO Box 742263, Atlanta, Georgia 31156	Kathryn Lambis	1
287	Gustavus Adolphus College	800 W College Ave, St Peter, Minnesota 56082	Handshake	0
289	University of Wisconsin Green Bay	2420 Nicolet Dr, Green Bay, Wisconsin 54311	Handshake	0
292	University of Wisconsin Oshkosh	800 Algama Blvd, Oshkosh, Wisconsin 54901	Handshake	0
295	University of Wisconsin Milwaukee	University of Wisconsin, Milwaukee, Wisconsin 53211	Handshake	0
296	South Dakota State University School of Communication and Journalism	PO Box 2235, Brookings, South Dakota 57007	Josh Westwick	0
000	HBI Career Site			10
033	University of Northwestern-St. Paul	3003 Snelling Ave N, St. Paul, Minnesota 55113	Handshake	0
034	The College of St. Scholastica	1204 Kenwood Avenue, Duluth, Minnesota 55811	Handshake	0
063	Bemidji State University/Northwest Technical College	1500 Birchmont Dr NE #18, Bemidji, Minnesota 56601	Handshake	0
111	Army PaYS	TRADOC G3/5/7, Accessions Directorate, Fort Eustis (JBLE), Virginia 23604	Samuel Armstrong	0
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Total Number of Interviews						
Outreach Activities						
Name of Event/Initiative	Contact	Date(s)	Description			
Brainerd Community Job Fair	Brandon Larson	May 7, 2025	The General Manager for Brainerd & Bemidji and the Regional Controller for the Unit helped plan and then participated in the Brainerd Community Job Fair at Westgate Mall. The stations ran promotions about the event and interviewed MN DEED employees during the morning shows to talk about the Career Fair. Also, the Unit gave prizes for attendees to register and win and spoke with job fair attendees about careers at the company and in the industry.			
Internship	Justin Jerve	Jun 24, 2025 - Aug 28, 2025	HBI Radio Brainerd hired a summer Intern. Through the internship, the Intern worked with all departments and learned about future career opportunities in the market and broadcasting in general.			
Internship	Sheri Fermoyle	Jun 2, 2025 - Aug 22, 2025	HBI Radio Alexandria hired a Sales Intern for the summer. The Intern mostly worked with the sales department but also learned about other departments and careers in broadcasting.			
Midwest Journalism Conference Career Fair	John Murray	Apr 11, 2025	The Regional Controller for the Unit attended the Midwest Journalism Conference Career Fair. He spoke with students about careers in broadcasting and how to get entry level jobs with the Unit.			
NDSU Job Fair	Libby Hardwick-Nelson	Sep 24, 2025	The Regional Controller for the Unit attended the NDSU Marketing and Sales Hiring Fair. He spoke with students about sales and marketing career opportunities with the Unit.			
News Internship	Justin Jerve	May 25, 2025 - Aug 5, 2025	HBI Radio Bemidji hired a News Intern for the summer months. The Intern learned about the news process and wrote stories to be read on-air then posted them to the news site Bemidji Now. The Intern also learned about other departments and career opportunities in boadcasting as well.			
Station Tour - AHS Work Studies Class	Stacey Lamski	Mar 27, 2025	Students in Alexandria High School Work Studies Class toured the building and learned about career opportunities in broadcasting.			
Station Tour - Sacred Journey Academy School	Kim Teigen	Sep 12, 2025	Students from Sacred Journey Academy toured the station, learned about careers in broadcasting and how our communities are served by radio.			