2024 ANNUAL EEO PUBLIC FILE REPORT

Northern Community Radio

Station(s):	KAXE(FM), Grand Rapids KBXE(FM), Bagley
Reporting Period:	November 01, 2023 – November 01, 2024
No. of Full-time Employees	Between 15 - 20
Small Market Exemption:	Yes

During the Reporting Period, at total of 1 full-time positions were filled. The information by FCC Rule 73.5080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	The station participated in the Association of Minnesota Public Radio Stations (AMPERS) Radio Network scholarship program – this organization of 19 Minnesota public radio stations award a $1,000 scholarship to broadcast student affiliated with 1 of our stations.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	May 2024 – Kari attended Non-COMMvention June 2024 – Chelsey attended PMJA in Washington, DC July 2024 – Chelsey, Heidi, Chris and Sarah attended Report for America National Gathering in Minneapolis August 2024 -Chris attended PMDMC in San Diego, CA September 2024 – Penny attended Pub Media For All – "Elevating Inclusion" online training September 2024 – Kari Attended AmericanaFest in Nashville, TN On-Going Training – Ampers meetings
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	06/22/24 – Bemidji Block Party – A one-day community event featuring 4 bands with 1000 people in attendance.

09/7/24 – Grand Rapids Riverfest – A one-day music festival that included 5 bands with over 2500 people in attendance.

The station actively engage the community through social media such as Facebook, Instagram and Twitter.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
12/2023	Reporter	Online Job Post

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Job Title of Position: Reporter – Grand Rapids Date of Hire: January 2024

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CPB Job Line	N	cpb.org/jobline/		
KAXE/KBXE Radio	N	260 NE 2nd St Grand Rapids, MN 55744	Sarah Bignall	218-326-1234 sarah@kaxe.org

KAXE/KBXE Facebook Ad	N	Facebook	Sarah Bignall	218-326-1234 sarah@kaxe.org
KAXE.ORG	N	kaxe.org/employment-opportunities	Sarah Bignall	218-326-1234 sarah@kaxe.org
PMJA	N	pmja.org		(605)863.9919
Linkedin.com	N	Linkedin.com		
National Federation of Community Broadcasters	N	P.O. Box 806 Paonia, CO 81428	Ernesto Aguilar	970-279-3411 listserve@nfcb.org
Ampers	N		Joel Glaser	651-587-5550 jglaser@ampers.org

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.