

EEO Public File Report (see specific reports already in file)
For the 12-month period starting 11/21/07 and ending 11/20/08

Prepared by Maggie Montgomery, General Manager
Northern Community Radio

This report covers:

Call Sign: KAXE
Facility ID #: 49540
Type of station: Educational FM
Location: Grand Rapids Minnesota

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
none		

*Employee was a half-time employee who was promoted to a full-time position. Initial part-time recruitment followed EEO

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk were organizations that requested to be contacted as job openings occurred:

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Phone #</u>
N/A			

C. The following is a list of the services for full-time jobs shown in Section A above and the recruitment source which provided the hiree for that position:

N/A

D. During the previous 12 months there were a total of 0 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

N/A

E. During the last 12 months, the station employment unit engaged in the following initiatives (provide full details, including an explanation if no initiatives were conducted during the period involved):

1. Northern Community Radio participates in an annual scholarship program through AMPERS, the Association of MN Public Educational Radio Stations. A \$1,000 AMPERS scholarship is awarded annually to a student who is pursuing an education in broadcasting. The general manager (hiring authority) and

underwriting manager are KAXE's representatives to AMPERS. Northern Community Radio contributes money directly to the scholarship fund.

2-4. Northern Community Radio conducted two new volunteer training classes during the reporting period. Each class met for three sessions, followed by observation sessions and supervised training. Dates of the sessions were April 14, 21, and 28; and November 10, 17, and (24—the final class was outside reporting period). The classes provide a means by which community members can be introduced to radio programming careers and programming on KAXE specifically. In the last reporting period 24 people completed volunteer training classes. Of the current staff, 5 of the 10 full-time staff were introduced to radio as a career by volunteering at KAXE. The classes are open to all with no fee or eligibility criteria. The general manager and program director teach the classes.

Northern Community Radio has started two community journalism clubs, one in Bemidji and another in Virginia, MN. A third club has met less frequently in Brainerd. The clubs meet every two weeks and teach radio and Internet journalism skills to members. The clubs are free and open to everyone.

5. Northern Community Radio conducts a radio journalism internship for Itasca Community College. KAXE works with 11 elementary school classrooms to help kids learn nature observation and track key species. They are trained and the classrooms make public reports using the radio. Reports air on the *Phenology Show* and *Phenology Plus*.

Name of Respondent: Northern Community Radio

Signed: _____

Typed Name: Sandy Roggenkamp

Title: President

Date: _____

Telephone Number: 218/326-1234