



## **DECEMBER 2024 ANNUAL EEO PUBLIC REPORT**

Dates: December 1, 2023 through November 30, 2024

Employment Unit: De La Hunt Media, Inc.

Work Unit Includes the following Stations:

KPRM, KDKK, KXKK - Park Rapids, MN

KQKK and KAKK – Walker, MN

KKWB – Kelliher, MN

This report prepared by: Edward “Butch” De La Hunt

De La Hunt Media, Inc. as a work unit, has more than 5 full-time employees.

**Management Positions: (3) males and (3) females.**

Owners: Ed “Butch” and Tammy De La Hunt – full-time

Chief Engineer: David De La Hunt – full-time

Station Manager KKWB – Richard De La Hunt – full-time

On-Air Operations Manager: Erin Cox – full-time

Traffic Manage/Traffic Department - Kelly – full-time

Other part-time staff includes: 4 other full-time positions, 1 male and 3 females.

Announcers (4) - Traffic Department (1) - Sales Executive (3) - Sports PXP (3)

## **RECRUITMENT SOURCES AND AGENCIES:**

Working relationship with many area schools, broadcasting sources and agencies are maintained should someone be interested in a career in broadcasting or if employees are needed. Majority of our employment comes from Broadcast schools and resumes that are randomly being received through the mail as a result of source relationships. Primary sources include (but not limited exclusively to) the following:

- Minnesota Broadcasters Association/Job Bank  
3033 Excelsior Blvd, Suite 310  
Minneapolis, MN 55416
- North Dakota Minnesota Broadcasters Association/Job Bank  
P.O. Box 3178  
Bismarck, ND 58502
- Bemidji State University/Communications Media Department  
Placement Office  
Bemidji, MN 56470
- Northwest Technical College  
Placement Office  
Bemidji, MN 56470
- De La Hunt Media, Inc. Radio Network Website  
[www.delahuntmedia.com](http://www.delahuntmedia.com)
- On-air Employment Connection - Advertising on our own airwaves that we are looking for various positions when we have openings.
- Digital Media on De La Hunt Media digital platforms; Facebook, Twitter, Linked-In, etc.
- Rural Minnesota CEP Career Force – Wadena, MN

## **OUTREACH INITIATIVES:**

**Heartland Lakes Job and Career Fair** – Sponsored the Heartland Lakes Job and Career Fair with the Heartland Lakes Development Commission, Park Rapids Chamber of Commerce, Minnesota Workforce Center, and Rural Minnesota CEP, April 2024. Job Fair was Co-Sponsored by De La Hunt Media, Inc. Station representative Butch De La Hunt, Tammy De La Hunt, Erin Cox and others attended the Job Fair. The Job Fair provided attendees and upcoming graduation class with the opportunity to visit with station employers and seek future employment options.

**PANTHERS FIRST: CAREER MENTOR PROGRAM:** De La Hunt Media, Inc. is a participant in the Park Rapids Area High School “Panthers First” Career Mentor program. As such, a representative from De La Hunt Media meets quarterly with students to mentor them on career fields, clusters and pathways. This program is part of the Minnesota State and Minnesota Department of Education.

**Spring Career Fair Camp Wilderness** – Sponsored by Camp Wilderness, Park Rapids, MN April 2024. This was a Career Fair put on for scouts around the State of Minnesota. While station representatives did not attend in April 2024, contact information was provided to the career fair. This is an outreach opportunity to demonstrate radio broadcasting to scouts statewide. The Career Fair attendance was over 450 scouts.

**Career Days/Youth Programs.** During the reporting cycle, Edward Paul De La Hunt worked with High Schools in the region on Career Days and Youth Outreach programs. As example, Edward Paul De La Hunt served as a Media Coordinator on the Hubbard County Youth Alcohol Task Force. Serving in this position gave high school youth direct access to the radio station to create radio message. Station personnel have attended Career Day events at area high schools to present career options in radio broadcasting.

### **College Outreach Station Tours**

Bemidji State University Mass Media program requires students to visit station outside of Bemidji, Minnesota. Tours provide an opportunity of outreach and educational experience. Numerous students from the Bemidji State Mass Communications Department of the college have visited the studio location in Park Rapids. De La Hunt Media serves as an outreach location for BSU students.

### **High School Outreach Program**

The Radio Station has participated in numerous outreach programs with area schools to include: student participation and preparation of PSA Announcement; Community Education Department Events; and ongoing student employment opportunities for high school sports board operator through High School Media Department. The Radio Station participates in outreach program with the Park Rapids School System to include: BPA program training students to participate as student training employment opportunities.

**Community Outreach Tours** Local Club Scouts in order to fulfill Communications Badge have visited the radio station on an annual basis. The tours serve as an opportunity of outreach and educational.

### **Employment Full-time Jobs Filled Previous Year**

No Full-time positions were sought in the last term.

**EEO REPORT DELAHUNT MEDIA INTERVIEWS/HIRES**

<b><u>EMPLOYEE</u></b>	<b><u>Interview Date</u></b>	<b><u>Hire Date</u></b>	<b><u>Job Title</u></b>	<b><u>Source</u></b>
NO NEW FULL TIME HIRES 12/1/2023 to 11/30/2024				

**INTERVIEWS**

Chris G.	5/10/2024	None	Telemarketing/Sales	Walk-in
Teresa A.	3/7/2024	None	Telemarketing/Sales	Walk-in

# WELCOME TO THE 2024 HEARTLAND LAKES JOB AND CAREER FAIR

**SPONSORED BY:**



## TIPS FOR SUCCESS

- \*GET YOUR RESUME IN THEIR HANDS
- \*DON'T BE SHY
- \*ANSWER QUESTIONS CLEARLY & CONCISELY
- \*SHOW INTEREST AND ENTHUSIASM
- \*ASK FOR A BUSINESS CARD
- \*MAKE SURE TO FOLLOW UP



# **HEARTLAND LAKES JOB AND CAREER FAIR**

## **UPDATED VENDOR LIST 3/19**

**A & W PARK RAPIDS  
ALWAYS THERE STAFFING, INC.  
BERGSTROM ELECTRIC  
CHI ST. JOSEPH'S HEALTH  
CRYSTAL BROOK SENIOR LIVING BY  
KNUTE NELSON  
DE LA HUNT MEDIA  
DIAMOND WILLOW ASSISTED LIVING  
FLYING W GARDENS  
DOHERTY STAFFING SOLUTIONS  
GOOD LIFE  
GREENWOOD CONNECTIONS  
HEARTLAND HOMES / OPTIONS IN  
COMMUNITY LIVING  
HEARTLAND LAKES DEVELOPMENT  
COMMISSION  
HUBBARD COUNTY  
HUBBARD COUNTY DEVELOPMENTAL  
ACHIEVEMENT CENTER  
ITASCA STATE PARK  
ITASCA-MANTRAP  
ELECTRIC COOPERATIVE  
LAPASTA ITALIAN EATERY/  
DORSET GENERAL STORE**

**MAHUBE - OTWA COMMUNITY  
ACTION PARTNERSHIP, INC  
MANTRAP LODGE  
MARY KAY COSMETICS -  
SUE TOMTE  
MENAUGA ISD 821  
MINNESOTA STATE COMMUNITY  
AND TECHNICAL COLLEGE  
MOLLY POPPIN'S GOURMET  
SNACKS  
NORTHERN PINES CAMP AND  
RETREAT CENTER  
PARK RAPIDS LAKES AREA  
CHAMBER OF COMMERCE  
PARK RAPIDS AREA SCHOOLS  
RAPID RIVER LOGGING CAMP  
RURAL MINNESOTA CEP  
SLEEPING FAWN  
RESORT AND CAMPGROUND  
TEAM INDUSTRIES  
UNITED STATES POSTAL SERVICE  
WALMART**

# Introducing CareerForce, Minnesota's career development and talent matching network

Workforce services throughout the state are now unified in ONE resourceful network driven by the pursuit of prosperity for everyone in Minnesota. Through passionate collaboration, we'll help you find a promising new opportunity, achieve a long-held career dream or recover from an unfortunate job loss. We'll also help you:

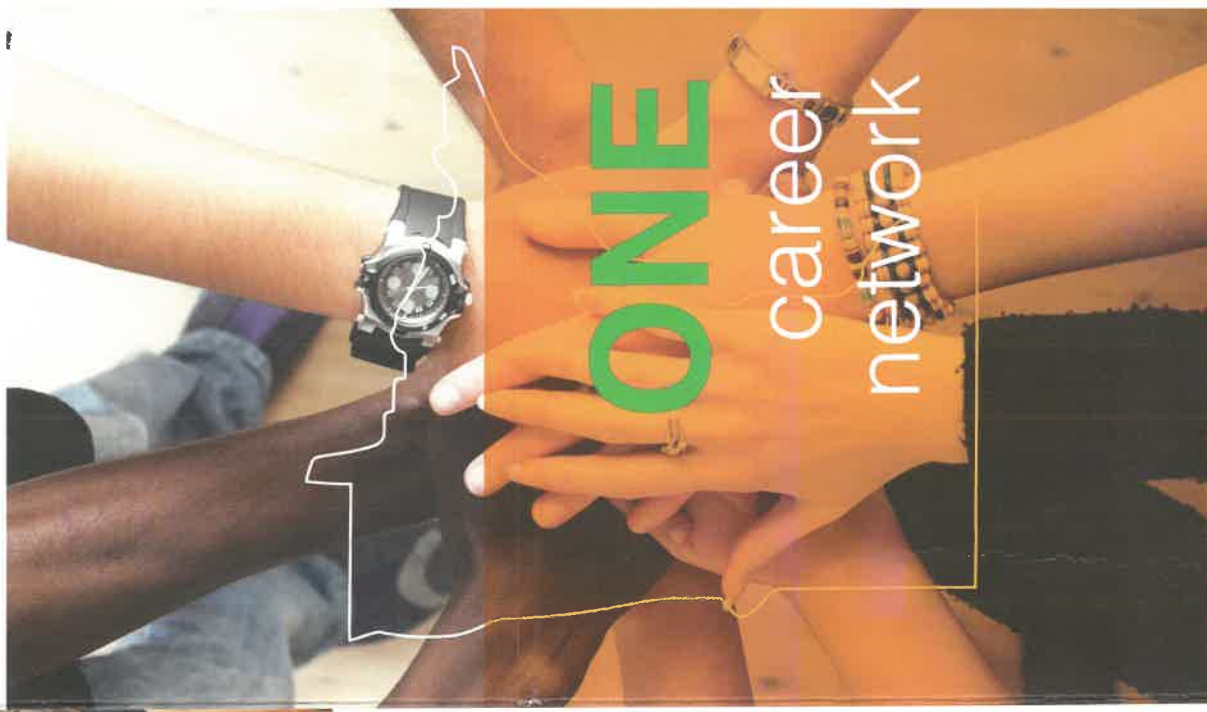
- Set practical goals for personal fulfillment
- Learn new skills and build on the ones you already have
- Market yourself with greater confidence
- Find more ways to connect with more possibilities

When you surround yourself with great people, you increase your potential to make great career choices.

*"I'm ready for the chance to manage people.  
I just need someone to take a chance on me."*



*It's your state of success*



Ready for greater career success? We're here to help you.

Contact your local  
**CareerForce** location  
or visit us at  
**CareerForceMN.com.**

Upon request, this information can be made available in alternative formats for people with disabilities by calling 651-259-7173.

Minnesota's CareerForce locations are equal opportunity employers and service providers.

CareerForce is a proud partner of the American Job Center network.

CAREER SEEKERS 11/2018

DEED-50199