

**KACL(FM), KBYZ(FM), KKCT(FM), KLXX(AM), KUSB(FM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2016 – November 30, 2017<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,	18
Account Executive	2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,	6
Account Executive	2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,	16
Account Executive	2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,	15
Account Executive	2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,	18

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## II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1			
2	Bismarck State College 1500 Edwards Avenue Bismarck ND 58506	N	2
3	United Tribes Tech college 3315 University Drive Bismarck ND 58504	N	1
4	Corporate recruiter	N	4
5	University of Mary 7500 University Drive Bismarck ND 58504	N	
6	Indeed.com	N	12
7	Greenhouse	N	8
8	West Central Human Service Center Job Placement 1237 W divide Ave Suite 5 Bismarck ND 58501	N	0
9	Linked IN	N	3
10	Job Service ND 3416 N Broadway Ave Minot ND 58703	N	2
11	Brown college 1440 Northland Drive Mendota MN 55120	N	0
12	All Access.com	N	0
13	ND Broadcasters	N	0
14	Bismanonline.com	N	3
15	Job Service ND website	N	1
16	Radio Advertising	N	17
17	Word of Mouth	N	4
18	Employee referral	N	6
19			
20			

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participation in Job Fair	Event open to the public, September 5-7 2017. Operations Manager, Sales staff attended. KACL, KBYZ, KKCT, KLXX, KUSB were all represented
<b>2</b>	Participated in job fair at BSC-River Cities Fall Job Fair	BSC job fair October 18, 2017 Set up booth along with other businesses. Attended were Operations Manager, Sales Manager, Sales staff, PD's. KACL, KBYZ, KKCT, KLXX, KUSB were all represented
<b>3</b>	Participated in Spring job fair at United Tribes Technical College	BSC job fair March 29, 2017 Set up booth along with 98 other businesses. Attended were Operations Manager, Sales Manager, Sales Staff PD's from KBYZ, KACL, KKCT, KUSB. All stations were represented
<b>4</b>	Educational event	April 2017 Account Executive gave talk to the Linton ND High School class about marketing and on-air broadcasting. Linton High School has a local radio station run by students.
<b>5</b>	Broadcasting Tour	May 2017 Linton High School toured Mandan Studio. Visiting KACL, KBYZ, KKCT, KLXX, KUSB studios. Tour was led by Larry LeBlanc Operations manager as well as station talent. Explaining what each position is required to do and answered any questions.
<b>6</b>	Educational event	October 2017 Account Executive met with 3 different Journalism classes to discuss Marketing Diversity and Web growth.

