

I. VACANCY LIST

[illegible]

KACL(FM), KBYZ(FM), KKCT(FM), KLXX(AM), KUSB(FM)
EEO PUBLIC FILE REPORT
December 1, 2014 – November 30, 2015

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	<i>[For all sources type in the (1) name of the contact entity, (2) name or title of contact person, (3) mailing address, and (4) telephone number. You must provide more than just the name of the source, unless it was only a website service; for the latter, provide at least the full web address..]</i>	<i>[If source has responded “Yes” to any offer made since 3/10/03 to be on your source list, type “Y”. If you have made no offer or source has not responded, type “N”.]</i>	<i>[Provide number of interviewees produced by source for all vacancies filled during reporting period.]</i>
2	Bismarck State College 1500 Edwards Avenue Bismarck ND 58506		1
3	United Tribes Tech college 3315 University Drive Bismarck ND 58504		
4	Corporate recruiter		12
5	University of Mary 7500 University Drive Bismarck ND 58504		
6	Vocational Rehabilitation 1237 W Divide Ave Bismarck ND 58501		
7	JOBvite		2
8	West Central Human Service Center Job Placement 1237 W divide Ave Suite 5 Bismarck ND 58501		
9	Linked IN		6
10	Job Service ND 3416 N Broadway Ave Minot ND 58703		8
11	Brown college 1440 Northland Drive Mendota MN 55120		
12	All Access.com		2
13	ND Broadcasters		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Bismanonline.com		1
15	Job Service ND website		3
16	Radio Advertising		4
17	Word of Mouth		3
18			
19			
20			
21			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	<p><i>[NOTE: All SEUs with five or more full-time employees should have undertaken several recruiting initiatives during the 2010-2011 reporting period.</i></p> <p><i>To report initiatives that occurred during this period, type a brief phrase here that corresponds to the FCC's recruitment initiative menu. Examples:</i></p> <p>Participated in Job Fair</p> <p>Co-Sponsored Career Day</p> <p>Internship Program</p> <p>Event Designed to Disseminate Information About Broadcast Careers]</p>	<p><i>[Provide a brief description here—and for any job fair, career day or similar event, indicate by job title the station representatives who participated in the event. Job fairs and similar events only count if the station participants can be said to have some input into hiring decisions. Example:</i></p> <p>On [date], the stations participated in a job fair held at XXX State University. Participants from the stations included the Director of Sales and the Programming Director.]</p>
2	Participated in job fair at BSC-River Cities Fall Job Fair	BSC job fair September 30, 2015 Set up booth along with 41 other businesses. Attended were Operations Manager, Sales Manager, Sales staff, PD's. KACL, KBYZ, KKCT, KLXX, KUSB were all represented
3	Participated in Spring job fair at BSC	BSC job fair February 13, 2015 Set up booth along with 28 other businesses. Attended were Operations Manager, Sales Manager, Sales Staff PD's from KBYZ, KACL, KKCT, KUSB. All stations were represented
4	Participated in job fair at United Tribes Technical College	UTTCT job fair October 21, 2015 Set up booth along with 17 other businesses. Attended were Operations Manager, Sales Manager, Sales Staff PD's from KACL KUSB. All stations were represented