

**KACL(FM), KBYZ(FM), KKCT(FM), KLXX(AM), KUSB(FM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 – November 30, 2016<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	2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17	16
Brand Manager KACL	12,3,4,11,15,2,3	12
Brand Manager KKCT	12,4,11,15,2,3	12
Account Executive	2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17	14
Account Executive	2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17	16
Traffic Director	2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17	10

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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	1
3	United Tribes Tech college 3315 University Drive Bismarck ND 58504	N	2
4	Corporate recruiter	N	
5	University of Mary 7500 University Drive Bismarck ND 58504	N	
6	Vocational Rehabilitation 1237 W Divide Ave Bismarck ND 58501	N	
7	Greenhouse	N	
8	West Central Human Service Center Job Placement 1237 W divide Ave Suite 5 Bismarck ND 58501	N	
9	Linked IN	N	4
10	Job Service ND 3416 N Broadway Ave Minot ND 58703	N	8
11	Brown college 1440 Northland Drive Mendota MN 55120	N	2
12	All Access.com	N	13
13	ND Broadcasters	N	3
14	Bismanonline.com	N	6
15	Job Service ND website	N	4
16	Radio Advertising	N	9
17	Word of Mouth	N	3
18			
19			

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
20			
21			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			55

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>		
<b>2</b>	Participated in job fair at BSC-River Cities Fall Job Fair	BSC job fair September 29, 2016 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 BSC	BSC job fair February 6, 2016 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>	Participated in job fair at United Tribes Technical College	UTTCT job fair/summit September 6, 2016 Set up booth along with other businesses. Attended were, Sales Manager, Sales Staff PD's from KACL KUSB. All stations were represented