

KACL (FM), KBYZ (FM), KKCT (FM), KLXX (AM), KUSB (FM)
EEO PUBLIC FILE REPORT
December 1, 2012 – November 30, 2013¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
<i>[Type in each vacancy that was <u>filled</u> during the reporting period. If you have not filled any such openings during this time, simply type in: NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD. Delete all directions shown in italicized, bracketed text throughout this form before you finalize it.]</i>	<i>[List all sources used to publicize this vacancy by number, as listed in next section.]</i>	<i>[Type in number of the source that produced the hiree.]</i>
Account Executive	2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	14
Account Executive	2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	15
Program Director-KBYZ	2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	12
Program Director-KKCT	2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	12
Account Executive	2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	18
Account Executive	2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	18
Digital Managing Editor	2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	19
Account Executive	2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	14
Account Executive	2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	15
Account Executive	2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	18
Sales Assistant	2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14 15, 16, 17,18, 19,	15

¹ This Report provides recruitment data collected from November [22], 2012 through November 21, 2013.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree

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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	<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		
3	United Tribes Tech college 3315 University Drive Bismarck ND 58504		
4	Labor Ready 2015 E Main Ave Bismarck ND 58501		
5	University of Mary 7500 University Drive Bismarck ND 58504		
6	Vocational Rehabilitation 1237 W Divide Ave Bismarck ND 58501		
7	Dakota CIL Job Placement 3111 E Broadway Ave Bismarck ND 58501		
8	West Central Human Service Center Job Placement 1237 W divide Ave Suite 5 Bismarck ND 58501		
9	Spherion Staffing		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Job Service ND 3416 N Broadway Ave Minot ND 58703		
11	Brown college 1440 Northland Drive Mendota MN 55120		
12	All Access.com		13
13	Cumulusjobs.com		1
14	Bismanonline.com		8
15	Job Service ND website		14
16	CMIbusinessmanagers@cumulus.com		3
17	CMpbusinessmanagers@cumulus.com		3
18	Radio advertising		7
19	Word of mouth		18
20			
21			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			67

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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	BSC job fair September 12, 2013 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		
4		