

EEO Public File Report

KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV

December 1, 2006-December 1, 2007

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Receptionist/Office Assistant, January, 2007

Recruitment resources used included: The Forum, ND Job Service, NDSCS, Aakers, Brown College, UND, MN State Community & Technical College, NDSU, Fond Du Lac College, MSUM. Four people were interviewed and found the ad in The Forum (local newspaper).

Broadcast Engineer, March, 2007

Recruitment resources used included: The Forum. Three people were interviewed and all found the ad in The Forum.

Master Control Operator, August, 2007

Recruitment resources used included: The Forum, MN State Community & Technical College, Concordia College, MSUM, NDSCS, Brown College, Fond Du Lac College, UND, NDSU, Aaker's Business College, ND Job Service, MN School of Business, MN Broadcasters, ND Broadcasters, TVJobs.com. Two people were interviewed. One saw the ad on the ND Job Service website and the other saw the ad in The Forum.

News Reporter/Producer, July, 2007

Recruitment resources used included: The Forum, TVJobs.com, Bismarck Tribune, Grand Forks Herald, NDSU, UND, MSUM, Minnesota State Community and Technical College, MN Broadcasters, ND Broadcasters, ND Job Service, MN School of Business, Northland Community and Technical College in Grand Forks and Thief River Falls, Northwestern University, Ball State University, Pennsylvania State University. Three people were interviewed. Two responded from Northwestern University and TVJobs.com and one from Ball State University and TVJobs.com.

Account Executive, November, 2007

Recruitment resources used included: The Forum, Grand Forks Herald, TVJobs.com, NDSU, MN State Community and Tech College, UND, ND Broadcasters, ND Job Service, MSUM, MN School of Business, Concordia. Four people were interviewed. Three found the ad in The Forum and one was through word of mouth.

During the period of December 1, 2006-December 1, 2007 no single recruitment resource has asked that we post our job openings with them.

December 1, 2006-December 1, 2007

Station Outreach Initiatives:

Undergraduate Internships:

KVRR has participated in four internship programs during the past year with Northwestern University and Minnesota State University Moorhead. These college students are enrolled in communication and journalism college programs. Students who participate, work at the station anywhere from 10 to 30 hours per week. Students participate in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive complete knowledge in the operation of newsroom equipment such as cameras, editing machines, audio boards, teleprompters, newsroom computer system, and other such equipment. All students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

Employee Training:

KVRR does various training within departments throughout our company group ownership. Department heads are asked to travel to various locations to help in the training and practices implemented with the group ownership. A mentoring program is explained during the hiring process to encourage individuals to gain knowledge of the group ownership for the possibility of future promotions with the company group.

KVRR also recruits and employs college students during the winter and summer college breaks. KVRR encourages all part time employees to shadow other fellow department heads and employees in other areas of the building. KVRR employed two part time individuals this past school year for extra hours needed during summer vacations and holiday breaks.

KVRR-TV's News Director teaches mass communications and journalism at Minnesota State University Moorhead every week during the year. At such time he does heavy recruitment for the station for all part time employees to work in the newsroom.

KVRR-TV's Sales Manager teaches a mass communications course relating to sales at Minnesota State University Moorhead. During those class sessions he recruits individuals for the sales, traffic, and news departments.

Management Training:

All managers and department heads at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials updating their files in which to better educate their department heads and various individuals within the company. Teleconferences are held for individual questions regarding these issues.

EEO Public File Report

KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV

December 1, 2005-December 1, 2006

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Sales Position, January, 2006

Recruitment resources used included: The Forum, TVJobs.com, American Indian Center, NDSCS, ND Broadcasters Association, NDSU, UND, MSUM, Concordia College, MN Broadcasters Association, MN School of Business, Aakers, Job Service of North Dakota. One person was interviewed and found the ad in The Forum (local newspaper).

News/Sports Photographer, February, 2006

Recruitment resources used included: The Forum, Bismarck Tribune, Grand Forks Herald, TVJobs.com, Medialine.com, NDSU, UND, MSUM, NDSCS, Concordia College, Brown Institute, Fond Du Lac College, Aaker's Business College, Northwest Technical College, ND Broadcaster Assoc, ND Job Service, MN School of Business, Northland Community College EGF & TRF, MN Broadcaster Assoc. One person was interviewed and found out about it from Brown College.

Sales Assistant, March, 2006

Recruitment resources used included: The Forum, Northwest Technical College, ND Job Service, NDSU, UND, Concordia College, MSUM, Aaker's Business College, Brown College, NDSCS, Medialine.com, TVJobs.com, MN Broadcasters, ND Broadcasters, Fond Du Lac College. Two people were interviewed and both saw the ad in The Forum.

Traffic Assistant, May, 2006

Recruitment resources used included: The Forum, Minnesota State Community and Technical College, Concordia College, MSUM, NDSCS, Brown College, Fond Du Lac College, UND, NDSU, Aaker's Business College, Job Service of North Dakota, MN School of Business, MN Broadcasters, ND Broadcasters, TVJobs.com. Eight people were interviewed. Seven applied from an ad in The Forum, and one through Kelly Services.

Receptionist/Office Assistant, May, 2006

Recruitment resources used included: The Forum, TVJobs.com, MN Broadcasters, ND Broadcasters, ND Job Service, NDSCS, Aaker's, Brown College, UND, MN State Community and Tech College, NDSU, Fond Du Lac College, MSUM. Four people were interviewed. Three applied from ads in The Forum and one applied through Job Service.

Sales Assistant, May, 2006

Recruitment resources used included: The Forum, Minnesota State Community and Tech College, Job Service of North Dakota, Brown College, UND, Aaker's Business College, MN School of Business, Fond Du Lac College, MSUM, NDSU, NDSCS, Concordia College, TVJobs.com, www.medialine.com, Minnesota Broadcasters, North Dakota Broadcasters. Six people were interviewed and all responded to an ad in The Forum.

News Reporter/Producer, May, 2006

Recruitment resources used included: TVJobs.com, Medialine.com, North Dakota State University, University of North Dakota, Minnesota Sate University Moorhead, Northwestern University, Brown Institute, North Dakota Broadcasters Association, North Dakota Job Service, Minnesota Broadcasters Association, Fargo Forum, Grand Forks Herald, Bismarck Tribune. Seven people were interviewed. Four found out through Northwestern University contacts, 2 through TVJobs.com, and one was a former intern.

FT Sales Assistant, June, 2006

Recruitment resources used included: The Forum, Job Service of ND, Aaker's Business College, MN School of Business, Fond Du Lac College. Three people were interviewed and all three found the ad in The Forum.

TV News Weekday News Anchor/Producer, June, 2006

Recruitment resources used included: TVJobs.com, Medialine.com, North Dakota State University, University of North Dakota, Minnesota Sate University Moorhead, Northwestern University, Brown Institute, North Dakota Broadcasters Association, North Dakota Job Service, Minnesota Broadcasters Association, Fargo Forum, Grand Forks Herald, Bismarck Tribune. Four people were interviewed. Two were in house and two were from word of mouth.

Receptionist/Office Assistant, July, 2006

Recruitment resources used included: The Forum, ND Job Service. Ten people were interviewed. Seven applied from ads in The Forum and three applied through Job Service.

Traffic Assistant, August, 2006

Recruitment resources used included: The Forum, Minnesota State Community and Technical College, Concordia College, MSUM, NDSCS, Brown College, Fond Du Lac College, UND, NDSU, Aaker's Business College, Job Service of North Dakota, MN School of Business, MN Broadcasters, ND Broadcasters, TVJobs.com. Seven people were interviewed. Six found the ad in The Forum and one found the ad at JobsHQ website.

Television News/Sports Photographer, August, 2006

Recruitment resources used included: Minnesota Broadcasters Association, North Dakota Broadcasters Association, Job Service of North Dakota, Brown College, MN School of Business, TV/Jobs.com. One person was interviewed and found out about it through word of mouth.

FT Sales Assistant, August, 2006

Recruitment resources used included: The Forum, Job Service, Aaker's Business College, Minnesota State Community and Technical College, Minnesota State University Moorhead, Concordia College, MN School of Business. Four people were interviewed and all found the ad in The Forum.

Accounting, October, 2006

Recruitment resources used included: The Forum, Job Service, Aaker's Business College, Minnesota State Community and Technical College, Minnesota State University Moorhead, Concordia College, MN School of Business, TV Jobs.com. Six people were interviewed. Five found the ad in The Forum and one from ND Job Service.

During the period of December 1, 2005-December 1, 2006 no single recruitment resource has asked that we post our job openings with them.

December 1, 2005-December 1, 2006

Station Outreach Initiatives:

Undergraduate Internships:

KVRR has participated in five internship programs during the past year with Northwestern University and Minnesota State University Moorhead. These college students are enrolled in communication and journalism college programs. Students who participate, work at the station anywhere from 10 to 30 hours per week. Students participate in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive complete knowledge in the operation of newsroom equipment such as cameras, editing machines, audio boards, teleprompters, newsroom computer system, and other such equipment. All students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

Employee Training:

KVRR does various training within departments throughout our company group ownership. Department heads are asked to travel to various locations to help in the training and practices implemented with the group ownership. A mentoring program is explained during the hiring process to encourage individuals to gain knowledge of the group ownership for the possibility of future promotions with the company group.

KVRR also recruits and employs college students during the winter and summer college breaks. KVRR encourages all part time employees to shadow other fellow department heads and employees in other areas of the building. KVRR employed three part time individuals this past school year for extra hours needed during summer vacations and holiday breaks.

KVRR-TV's News Director teaches mass communications and journalism at Minnesota State University Moorhead every week during the year. At such time he does heavy recruitment for the station for all part time employees to work in the newsroom.

KVRR-TV's Sales Manager teaches a mass communications course relating to sales at Minnesota State University Moorhead. During those class sessions he recruits individuals for the sales, traffic, and news departments.

Management Training:

All managers and department heads at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials updating their files in which to better educate their department heads and various individuals within the company. Teleconferences are held for individual questions regarding these issues.

EEO Public File Report
KVRR-TV
December 1, 2004-December 1, 2005

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Studio Engineer February, 2005

Recruitment resources used included: The Forum, TVJobs.com, Medialine.com, ND Broadcasters Association, MN Broadcasters Association, Job Service of North Dakota, Northwest Technical College, American Indian Association. Four individuals were interviewed, one person was referred by The Forum(local newspaper), one person was referred by MN Broadcasters Association, one person was referred by Job Service of North Dakota, and one person was referred by word of mouth. Individual was hired from recruitment resource of Minnesota Broadcasters Association.

Salesperson May, 2005

Recruitment resources used included: The Forum, TV Jobs.com, American Indian Center, Medialine.com, ND Broadcasters Association, MN Broadcasters Association, Jobservice of North Dakota. Two individuals were interviewed, both were referred to by The Forum(local newspaper).

Chief Engineer July-August, 2005

Recruitment resources used included: The Forum, TVJobs.com, Medialine.com, ND Broadcasters Association, MN Broadcasters Association, Argus Leader, Minneapolis Tribune, Bismarck Tribune, Grand Forks Herald, Duluth News and Tribune, Careerbuilder.com. One individual was interviewed and was referred to by word of mouth and past employment with the company.

Studio Engineer July-August, 2005

Recruitment resources used included: The Forum, TVJobs.com, Medialine.com, ND Broadcasters Association, MN Broadcasters Association, Job Service of North Dakota, Northwest Technical College, Careerbuilder.com. Four individuals were interviewed for the position. One individual found the ad on TVJobs.com, Two individuals found the ad in The Forum(local newspaper), and one individual was by word of mouth. Two people were hired one person was by word of mouth and past employment with the company and the other person found the ad in The Forum(local newspaper).

During the period of December 1, 2004-December 1, 2005 no single recruitment resource has asked that we post our job openings with them.

December 1, 2004-December 1, 2005

Station Outreach Initiatives:

Undergraduate Internships:

KVRR has participated in three internship programs during the past year with Northwestern University, Minnesota State University Moorhead, and North Dakota State University. These college students are enrolled in communication and journalism college programs. Students who participate work at the station anywhere from 10 to 30 hours per week. Students participate in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive complete knowledge in the operation of news room equipment such as cameras, editing machines, audio boards, teleprompters, new room computer system, and other such equipment. All students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

Employee Training:

KVRR does various training within departments throughout our company group ownership. Department heads are asked to travel to various locations to help in the training and practices implemented with the group ownership. A mentoring program is explained during the hiring process to encourage individuals to gain knowledge of the group ownership for the possibility of future promotions with the company group.

KVRR also recruits and employs college students during the winter and summer college breaks. KVRR encourages all part time employees to shadow other fellow department heads and employees in other areas of the building. KVRR employed three part time individuals this past school for extra hours needed during summer vacations and holiday breaks.

KVRR-TV's News Director teaches mass communications and journalism at Minnesota State University Moorhead every week during the year. At such time he does heavy recruitment for the station for all part time employees to work in the newsroom.

Management Training:

All managers and department heads at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials updating their files in which to better educate their department heads and various individuals within the company. Teleconferences are held for individual questions regarding these issues.

EEO Public File Report
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV
December 1, 2003-December 1, 2004

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Television News Reporter January 13-March 4, 2004

Recruitment resources used included: MN Broadcasters Association, ND Broadcasters Association, Job Service of North Dakota, American Indian Center, Medialine.com, TVJobs.com, Radio and Television News Directors Association. Seven individuals were interviewed, two people were referred by Medialine.com, two people were referred by TVJobs.com, one person was referred by Radio and TV News Directors Association, two people were referred by word of mouth. Individual was hired from recruitment resource of TVJob.com.

Sales Assistant February, 2004

Recruitment resources used included: The Forum, TV Jobs.com, American Indian Center, Aakers Business College, ND Broadcasters Assoc., MN Broadcasters Assoc., Job Service of ND. Seven individuals were interviewed and all people were referred by the local newspaper, The Forum. Individual was hired from recruitment resource of The Forum (local newspaper).

Television Sports Director March 16-April 27, 2004

Recruitment resources used included: TVJobs.com, Medialine.com, MN Broadcasters Assoc., ND Broadcasters Assoc., Radio-Television News Directors Assoc., Job Service of ND. Two people were interviewed. One individual was referred by TVJobs.com, and the other individual was referred by word of mouth. Individual was hired from recruitment resource of TVJobs.com

Studio Engineer April, 2004

Recruitment resources used included: The Forum, TVJobs.com, Medialine.com, ND Broadcasters Assoc., MN Broadcasters Assoc., Job Service of ND, Northwest Technical College, American Indian Assoc. Seven people were interviewed. Two people were referred by ND Broadcasters Assoc, Three people were referred by The Forum (Local newspaper), Two people were referred by TVJobs.com. Individual was hired from the recruitment resource of TVJobs.com.

Master Control April, 2004

Recruitment resources used included: The Forum, TVJobs.com, American Indian Center, Job Service of ND, Northwest Technical College, ND Broadcasters Assoc., ND State School of Science, Brown Institute, Concordia College, North Dakota State University. Five people were interviewed. Four people were referred by The Forum (local newspaper), One person was referred by Job Service of ND. Individual was hired from the recruitment resource of The Forum (local newspaper).

Traffic Assistant May, 2004

Recruitment resources used included: The Forum, Aakers Business College, MN Broadcasters Assoc., Job Service of ND, Northland Community College, American Indian Center, Northwest Technical College, TVJobs.com, Medialine.com. Nine people were interviewed. Eight individuals were referred by The Forum (local newspaper), and one individual was referred by Aakers Business College. Individual was hired from the recruitment resource of The Forum (local newspaper).

Television News and Sports Photographer May-June 1, 2004

Recruitment resources used included: TVJobs.com, Medialine.com, ND Broadcasters Assoc., MN Broadcasters Assoc., Job Service of ND, Minnesota State University Moorhead. Two people were interviewed. One was referred by TVJobs.com, and the other was referred by word of mouth. Individual was hired from the recruitment resource of TVJobs.com

Master Control June, 2004

Recruitment resources used included: The Forum, TVJobs.com, American Indian Center, Job Service of ND, Northwest Technical College, ND Broadcasters, North Dakota State School of Science, Medialine.com, Concordia College, MN Broadcasters Assoc. Five people were interviewed. Four were referred by The Forum (local newspaper), and one was referred by Job Service of ND. Individual was hired from recruitment resource of The Forum.

Television News Photographer May-June 28, 2004

Recruitment resources used included: TVJobs.com, Medialine.com, ND Broadcasters Assoc., MN Broadcasters Assoc., Job Service of ND, Minnesota State University Moorhead. Four individuals were interviewed. Two individuals were referred by word of mouth, and two individuals were referred by TVJobs.com. Individual was hired from recruitment resource of word of mouth.

Television News Reporter July-August 2, 2004

Recruitment resources used included: TVJobs.com, Medialine.com, MN Broadcasters Assoc., ND Broadcasters Assoc., Job Service of ND, Northwestern University. Five individuals were interviewed. Three individuals were referred by Northwestern University, and two were referred by TVJobs.com. Individual was hired from recruitment resource of Northwestern University.

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Master Control October, 2004

Recruitment resources used included: The Forum, TVJobs.com, American Indian Center, Job Service of ND, Northwest Technical College, ND Broadcasters Assoc., Brown College, Medialine.com, MN Broadcasters Assoc. Seven individuals were interviewed. One was referred by The Forum (local newspaper), One was referred by Job Service of ND, One was referred by TVJobs.com, three were referred by Brown College, and one was a walk in. Individual was hired from the recruitment resource of The Forum (local newspaper).

News and Sports Photographer September-October 25, 2004

Recruitment resources used included: TVJobs.com, Medialine.com, MN Broadcasters Assoc., ND Broadcasters Assoc., Job Service of ND. Three individuals were interviewed. All three individuals were referred by word of mouth. Individual was hired from recruitment resource of word of mouth.

During the period of December 1, 2003 – December 1, 2004 no single recruitment resource has asked that we post our job openings with them.

Recruitment Resources:

The Forum
Contact: Classified Data Entry Person
101 5th Street North
Fargo, ND 58102
Phone: 701-241-5500

Bismarck Tribune
Contact: Trina
707 E. Front Avenue
Bismarck, ND 58504
Phone: 701-223-2500

Grand Forks Herald
Contact: Classified Data Entry Person
375 2nd Avenue North
Grand Forks, ND 58201
Phone: 701-780-1150

Argus Leader Classifieds
Contact: Janet Pank
200 S. Minnesota
Sioux Falls, SD 57104
Phone: 605-367-7400

TV Technology
Contact: Caroline Freeland
5827 Columbia Pike, 3rd Floor
Falls Church, VA 22041
Phone: 703-998-7600 Ext. 153

Broadcast Engineering
Contact: Jennifer Shafer
Phone: 1-800-396-9939

Star Tribune
Contact: Connie
425 Portland Avenue
Minneapolis, MN 55411
Phone: 612-673-4000

Duluth News Tribune
Contact: Classified Data Entry Person
424 W. 1st Street
Duluth, MN 55802
Phone: 218-723-5200

Northwest Technical College
Contact: Marcia Goodyear
1900 28th Avenue South
Moorhead, MN 56560
Phone: 218-236-6277

Minnesota Broadcasters Association
Contact: Webmaster
3033 Excelsior Blvd., Suite 301
Minneapolis, MN 55416
Phone: 612-926-8123

North Dakota Broadcasters Association
Contact: Beth Helfrich
P.O. Box 3178
Bismarck, ND 58502
Phone: 701-258-1332

Broadcasting & Cable
Contact: Yuki Atsumi
360 Park Avenue
New York, NY 10010
Phone: 646-746-6949

Job Service Of North Dakota
Contact: Deanne
1350 32nd Street SW
Fargo, ND 58103
Phone: 239-7300

NSDCS
Contact: Keith Borchert
800 6th Street North
Wahpeton, ND 58076
Phone: 1-800-342-4325

Brown Institute
Contact: Carol
1440 Northland Drive
Mendota Heights, MN 55120
Phone: 651-905-3400

American Indian Center
Contact: Brenda Beaulleu
1530 E. Franklin Avenue
Minneapolis, MN 55404
Phone: 612-871-4555
Fax: 612-879-1795

Fond Du Lac College
Contact: Dennis Fall
2101 14th Street
Cloquet, MN 55720
Phone: 218-879-0800

Urban League
Contact: Lee Human
2000 Plymouth Avenue
Minneapolis, MN 55411
Phone: 612-302-5905

North Dakota State University
Contact: Administration
1301 12th Avenue North
Fargo, ND 58102
Phone: 701-231-7111

University Of North Dakota
Contact: Administration
Grand Forks, ND 58201
Phone: 701-777-2011

Aakers Business College
Contact: Stacy
4012 19th Avenue SW
Fargo, ND 58103
Phone: 701-277-3889

MN School Of Business
Contact: Sharon Hively
1401 W. 76th Street
Richfield, MN 55423
Phone: 612-861-2000

Minnesota State University Moorhead
Contact: Career Center
1104 7th Avenue South
Moorhead, MN 56560
Phone: 218-236-2011

Concordia College
Contact: Career Center
901 S. 8th Street
Moorhead, MN 56560
Phone: 218-299-4321

Medialine.com
Contact: Mark Shilstone
P.O. Box 51909
Pacific Grove, CA 93950
Phone: 1-800-237-8073

TVJobs.com
Contact: Mark Holloway
P.O. Box 4116
Oceanside, CA 92052
Phone: 760-754-8177

CareerBuilder.com
Contact: Webmaster
Phone: 866-438-1485

December 1, 2003 – December 1, 2004

Station Outreach Initiatives:

Undergraduate Internships:

KVRR has participated in two internship programs during the past year with Northwestern University and Minnesota State University Moorhead. These college students are enrolled in communication and journalism college programs. Students who participate work at the station anywhere from 10 to 30 hours per week. Students participate in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive complete knowledge in the operation of news room equipment such as cameras, editing machines, audio boards, teleprompters, news room computer system, and other such equipment. All students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

Employee Training:

KVRR does various training within departments throughout our company group ownership. Department heads are asked to travel to various locations to help in the training and practices implemented within the group ownership. A mentoring program is explained during the hiring process to encourage individuals to gain knowledge of the group ownership for the possibility of future promotions with the company group.

Management Training:

All managers and department heads at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials updating their files in which to better educate their department heads and various individuals within the company. Teleconferences are held for individual questions regarding these issues.

EEO Public File Report

KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV

March 10, 2003-December 1, 2003

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Sales Account Executive May 15-June 14, 2003

Recruitment resources used included: Fox Employment Connection, Northwest Technical College, The Forum, ND and MN Broadcasters Assoc. websites. Five individuals were interviewed, three people referred from The Forum, two were referred from the Fox Employment Connection. Three people were hired from the referral resource-The Forum(local newspaper).

Female News Anchor 6PM and 9PM Newscasts July 15-August 31, 2003

Recruitment resources used included: Broadcasting and Cable Magazine, RTNDA website, Northwestern University, ND and MN Broadcasters Assoc. website. Ten individuals were interviewed, three were referred by word of mouth-applicant's resume, two were referred by Northwestern University, two were referred by the ND Broadcaster's Assoc. and three were referred by Broadcasting and Cable. Individual was hired by applicant's resume-word of mouth.

Weekend Sports New Anchor November 1-30, 2003

Recruitment resources used included: Broadcasting and Cable Magazine, RTNDA website, TV Jobs.com, ND and MN Broadcasters Assoc., Northwestern University, MN State University Moorhead. Eight individuals were interviewed, two people were referred from Broadcasting and Cable Magazine, two people were referred from RTNDA, and four people were referred by word of mouth-applicant's resume. Individual was hired from referral source of Broadcasting and Cable Magazine.

Traffic Director September 15-30, 2003

Recruitment resources included The Forum, NDSU Career Page, MN State University Moorhead, UND Career Page, Moorhead Tech College, Aaker's Business College, MN and ND Broadcasters Assoc. MN School of Business, Northland Community College, NSDCS. One individual was interviewed and hired from referral resource of applicant's resume and word of mouth.

Chief Engineer November 1-30, 2003

Recruitment resources included The Forum, Grand Forks Herald, Argus Leader, Bismarck Tribune, Duluth News Tribune, Star Tribune and website, Careerbuilder.com, tvjobs.com, Moorhead Tech, MSUM, TV Technology, Broadcast Engineering, Broadcasting and Cable, Medialine, MN and ND Broadcasters Assoc. Two individuals were interviewed, one was referred from the Grand Forks Herald and the other was

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referred from tvjobs.com. Individual was hired from referral resource of the Grand Forks Herald.

Station Outreach Initiatives:

Undergraduate Internship:

KVRR-TV participates in internships from Northwestern University and Minnesota State University Moorhead for college students throughout the year who are enrolled in communication and journalism college programs. These students work anywhere from 10-40 hours per week in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive knowledge of operating equipment such as cameras, editing machines, audio boards, teleprompters, and other such equipment. Students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

Employee Training: KVRR does various training within the company group ownership. Training requires department heads to travel to locations and train individuals on computer program applications, office practices, etc. A mentoring program is also used station wide to encourage employees to gain knowledge within other areas of the station and for the possibility of future promotions within the company.

Management EEO Training: All Managers and department heads are updated various times during the year on new EEO rulings and compliance. Individuals receive materials after which teleconferencing and department head meetings are conducted to discuss questions and issues regarding EEO and FCC policies and compliance.

Recruitment Resources:

The Forum
Contact: Classified Data Entry Person
101 5th Street North
Fargo, ND 58102
Phone: 701-241-5500

Bismarck Tribune
Contact: Trina
707 E. Front Avenue
Bismarck, ND 58504
Phone: 701-223-2500

Grand Forks Herald
Contact: Classified Data Entry Person
375 2nd Avenue North
Grand Forks, ND 58201
Phone: 701-780-1150

Argus Leader Classifieds
Contact: Janet Pank
200 S. Minnesota
Sioux Falls, SD 57104
Phone: 605-367-7400

TV Technology
Contact: Caroline Freeland
5827 Columbia Pike, 3rd Floor
Falls Church, VA 22041
Phone: 703-998-7600 Ext. 153

Broadcast Engineering
Contact: Jennifer Shafer
Phone: 1-800-396-9939

Star Tribune
Contact: Connie
425 Portland Avenue
Minneapolis, MN 55411
Phone: 612-673-4000

Duluth News Tribune
Contact: Classified Data Entry Person
424 W. 1st Street
Duluth, MN 55802
Phone: 218-723-5200

Northwest Technical College
Contact: Marcia Goodyear
1900 28th Avenue South
Moorhead, MN 56560
Phone: 218-236-6277

Minnesota Broadcasters Association
Contact: Webmaster
3033 Excelsior Blvd., Suite 301
Minneapolis, MN 55416
Phone: 612-926-8123

North Dakota Broadcasters Association
Contact: Beth Helfrich
P.O. Box 3178
Bismarck, ND 58502
Phone: 701-258-1332

Broadcasting & Cable
Contact: Yuki Atsumi
360 Park Avenue
New York, NY 10010
Phone: 646-746-6949

Job Service Of North Dakota
Contact: Deanne
1350 32nd Street SW
Fargo, ND 58103
Phone: 239-7300

NSDCS
Contact: Keith Borchert
800 6th Street North
Wahpeton, ND 58076
Phone: 1-800-342-4325

Brown Institute
Contact: Carol
1440 Northland Drive
Mendota Heights, MN 55120
Phone: 651-905-3400

American Indian Center
Contact: Brenda Beaulieu
1530 E. Franklin Avenue
Minneapolis, MN 55404
Phone: 612-871-4555

Fond Du Lac College
Contact: Dennis Fall
2101 14th Street
Cloquet, MN 55720
Phone: 218-879-0800

Urban League
Contact: Lee Human
2000 Plymouth Avenue
Minneapolis, MN 55411
Phone: 612-302-5905

North Dakota State University
Contact: Administration
1301 12th Avenue North
Fargo, ND 58102
Phone: 701-231-7111

University Of North Dakota
Contact: Administration
Grand Forks, ND 58201
Phone: 701-777-2011

Aakers Business College
Contact: Administration
4012 19th Avenue SW
Fargo, ND 58103
Phone: 701-277-3889

MN School Of Business
Contact: Sharon Hively
1401 W. 76th Street
Richfield, MN 55423
Phone: 612-861-2000

Minnesota State University Moorhead
Contact: Career Center
1104 7th Avenue South
Moorhead, MN 56560
Phone: 218-236-2011

Concordia College
Contact: Career Center
901 S. 8th Street
Moorhead, MN 56560
Phone: 218-299-4321

Medialine.com
Contact: Mark Shilstone
P.O. Box 51909
Pacific Grove, CA 93950
Phone: 1-800-237-8073

TVJobs.com
Contact: Mark Holloway
P.O. Box 4116
Oceanside, CA 92052
Phone: 760-754-8177

CareerBuilder.com
Contact: Webmaster
Phone: 866-438-1485