

**KNDX TV, Bismarck, ND, and KXND TV, Minot, ND
EEO Narrative Statement:**

KNDX/KXND TV strives to inform the entire community of each employment opportunity. For each full-time position the company has used a combination of ads in the area newspapers, the Bismarck Tribune and/or the Minot Daily News; placed ads with North Dakota Job Service, and ran television ads. In addition, the company uses United Tribes Technical College, the University of Mary and the North Dakota Broadcasters Association as recruitment sources.

In conjunction with KBMY/KMCY, LLC, KNDX/KXND offers Internship Programs and has registered and posted programs with "Operation Intern" through the ND Association of Career Service Professionals. The following briefly describes the outreach:

"TeamND is a group consisting of colleges and universities across North Dakota, both public and private, and including two-year and four-year campuses. The partnership will allow you to post internships directly to the consortium job posting system which provides you seamless access to Bismarck State College, Dickinson State University, Jamestown College, Mayville State University, Minot State University, University of Mary, University of North Dakota, and Valley City State University.

The aforementioned schools have an automatic connection to the job posting system and will view your positions in "real time." All other campuses including the North Dakota Tribal Colleges, North Dakota State College of Science, Lake Region State, College, Williston State, and North Dakota State University will also have access to this system and your job postings through a manual connection."

Access to the information is available through <http://www.ndacsp.nodak.edu/> and <http://www.ndinterns.com/> .

By striving to communicate with the entire community, offering student internships and reinforcing the EEO concepts to the company personnel that are involved in the recruitment and hiring process, KNDX/KXND TV believes its outreach recruitment effort is effective in reaching and offering equal employment opportunities to the entire community.

KNDX TV, Bismarck, ND

KXND TV, Minot, ND

EXPLANATION OF EEO ANNUAL REPORT EXHIBITS

Since March 10, 2003, KNDX/KXND has been keeping all EEO records, including recruitment sources; interview/hiree record sheets; list of all fulltime positions filled; election, description and summary of supplemental outreach initiatives; tally for all interview sources; yearly total of interviewees and the total number of interviewees by each recruitment source, as a continuing total of each requirement without starting a separate tally for each year. I thought this method would constitute compliance, but as I was preparing the renewal application, I was advised by our communications counsel to prepare a separate annual report for the end of each reporting period and, starting on 11-30-2005, create an annual report summarizing recruitment and hiring activities, assessing effectiveness of the stations' outreach efforts throughout the past year, and prepare and place the report in the public file on the anniversary date of the filing of our renewal application(s). This method will be used for the report ending 11-30-05 and into the future.

KNDX TV, Bismarck, ND
KXND TV, Minot, ND
Recruitment Sources for each vacancy

#	Recruitment Source (Job Service, Tribune, TV Ads, etc)	Contact Information (Email, phone, mail, Website, etc)
1	Bismarck Tribune	angie.hohbein@bismarcktribune.com
2	North Dakota Job Service	sewahl@state.nd.us
3	North Dakota Broadcasters	bethh@ndba.org
4	Minot Daily News	701-857-1900
5	University of Mary	umcareer@umary.edu
6	United Tribes Technical Center	vschanandore@uttc.edu
7	Employee Referral	
8	Television Ad	
9	Personal Contact	
10	Walk In	
11	Previous Applicants	
12	Internal Promotion	
13	Operation Intern	http://www.ndinterns.com/employers.php
14	WDAY TV	Susan Eider seider@wday.com
15	Minot State University	https://www.myinterfase.com/minot/employer KBMYYTV abc1714
16	Bismarck State College	melinda.landis@bsc.nodak.edu
17	Minot State University	https://www.myinterfase.com/minot/employer KNDXTV fox2624
18	Website	Dan Stephenson

KNDX TV, Bismarck, ND

KXND TV, Minot, ND

Yearly total number of interviewees and
Total number of interviewees referred by each recruitment source

Yearly Period Beginning: 12-1-05

Ending: 11-30-06

Total Number of Persons Interviewed for Full-Time Vacancies: 20

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
North Dakota Job Service	1
Bismarck Tribune	6
Television Ad	8
University of Mary	0
North Dakota Broadcasters	0
United Tribes Technical College	0
Personal Contact	4
Walk In	0
Minot Daily News	0
Internal Promotion	1
WDAY TV	0
Operation Intern	0
Previous Applicants	0
Employee Referral	0