

EEO PUBLIC FILE REPORT

FOR

WDAY-TV / WDAY AM 790

Fargo, ND

WDAZ-TV

Grand Forks, ND

This EEO Public File Report covers the period ending November 30, 2016.

EEO Annual Public File Report

WDAY/Z-TV

This EEO Public File Report is filed by WDAY-TV & WDAZ-TV pursuant to Section 73.0280(c)(6) of the Federal Communications Commission's EEO Rule.

The following information contained in this Report covers the one-year time period from December 1, 2015 to November 30, 2016 (hereby after referred to as the "reporting period").

Sections 1 through 3 are intended to provide the information required by the FCC's EEO Rule.

Attachment 1 notes the full-time vacancies over the reporting period, the recruitment sources used to fill each of those vacancies, and the recruitment source that referred the hiree for each full-time vacancy.

Attachment 2 contains the master list of all recruitment sources utilized by this station during the reporting period. Each source is identified by name, address, contact person, telephone number, and any other contact information appropriate to the source.

Attachment 3 shows a list and brief description of outreach initiatives undertaken by the station pursuant to the FCC's EEO Rule over the reporting period.

Questions concerning this report should be directed to Mari Ossenfort, Forum Communications Company Vice President of Broadcasting. She may be contacted by phone at (701) 241-5338 or email at MOssenfort@WDAY.com.

WDAY/Z-TV**EEO PUBLIC FILE REPORT****December 1, 2015 – November 30, 2016****1. VACANCY LIST**

**Please see Section 2 for the Master Recruitment Source List and recruitment source data.
Vacancies are sorted by open date; each vacancy notes which location the positions is in.**

Job Title	Recruitment Sources used to fill Vacancy	Recruitment Source Referring Hiree
Reporter (WDAZ) Open Date: 9-25-15 (Repost 11-4 & 11-26) Hire Date: 1-11-16	1-10, 15, 16, 18-20, 26	16
Sports Producer (WDAY) Open Date: 10-14-15(Repost 11-26, 2-2-16) Hire Date: 4-18-16	1-12, 16, 18-20, 26	21
Assignment Editor/Online Editor (WDAY) Open Date: 10-15-15 (Repost 11-26-15) Hire Date: 1-1-16	1-15, 18-20, 26	1
Account Executive (WDAZ) Open Date: 11-9-15 (Repost 12-17-15) Hire Date: 2-29-16	1-15, 18-20, 26, 27	5
Meteorologist (WDAY) Open Date: 11-26-15 (Repost 1-18-16) Hire Date: 5-23-16	1-10,15, 16, 18, 20, 26	21
Multi-Media Journalist (WDAY) Open Date: 12-18-15 Hire Date: 5-16-16	1-16, 18-20, 26, 27	21
TV Newscast Director (WDAY) Open Date: 12-30-15 Hire Date: 2-15-16	1-16,18-20, 26, 27	1
Multi-Media Journalist (WDAZ) Open Date: 1-6-16 Hire Date: 1-12-16	1-16, 18-20, 26, 27	16
Sales Assistant (WDAY) Open Date: 1-15-16 Hire Date: 2-10-16	1-15, 18-20, 25-27	5
First News Production Assistant (WDAY) Open Date: 1-28-16 Hire Date: 2-15-16	1-16, 18-20, 26, 27	1
Account Executive (WDAY) Open Date: 3-4-16 Hire Date: 5-16-16	1-20, 26, 27	5
Assistant News Director (WDAZ) Open Date: 3-8-16 Hire Date: 5-16-16	1-16, 18-20, 26, 27	21
Account Executive (WDAZ) Open Date: 3-15-16	1-15, 18-20, 26, 27	20

Hire Date: 5-2-16		
Master Control Operator (WDAY) Open Date: 3-16-16 Hire Date: 6-16-16 (2 hires)	1-15, 18, 20, 22, 27	5 & 1
Building & Grounds Maintenance (WDAY) Open Date: 4-14-16 Hire Date: 10-3-16	1-14, 20	1
Accounting Clerk (WDAY) Open Date: 5-16-16 Hire Date: 6-13-16	1-15, 18, 20, 27	1
Morning Anchor / Producer (WDAY) Open Date: 6-22-16 Hire Date: 8-1-16	1-15, 18-20, 26, 27	6
Promotions Coordinator (WDAY) Open Date: 6-23-16 Hire Date: 8-15-16	1-16, 18-20, 26, 27	21
Receptionist (WDAZ) Open Date: 6-28-16 Hire Date: 8-8-16	1-11, 17-19, 25	7
Assistant News Director/Anchor (WDAY) Open Date: 7-19-16 Hire Date: 8-1-16	1-4, 6	1
News Photographer (WDAY) Open Date: 7-19-16 Hire Date: 8-15-16	1-4, 6	1
Production Director (WDAY) Open Date: 7-19-16 Hire Date: 7-31-16	1-12, 15, 16, 19, 20, 26	1
Administrative Sales Assistant/Receptionist (WDAY) Open Date: 8-8-16 Hire Date: 8-22-16	1-12, 14-16, 19, 20, 26	20
Journalist (WDAZ) Open Date: 8-12-16 Hire Date: 10-3-16	1-6	21
Janitorial Maintenance (WDAY) Open Date: 8-23-16 Hire Date: 9-20-16	1-12, 14, 19, 20, 26	7
Janitorial Maintenance (WDAY) Open Date: 9-20-16 Hire Date: 10-10-16	1-12, 14, 19, 20, 26	7

WDAY/Z-TV**EEO PUBLIC FILE REPORT****December 1, 2015 – November 30, 2016****2. MASTER RECRUITMENT SOURCE LIST**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
1	Internal Posting – WDAY(AM), WDAY-TV Mari Ossenfort, GM (701) 237-6500 PO Box 2466; Fargo, ND 58108	Y	15
2	Internal Posting – WDAZ-TV Grand Forks Jodi Mishler, OfficeMgr (701) 775-2511 PO Box 12639; Grand Forks, ND 58201	Y	0
3	Internal Posting – WDAZ-TV Devils Lake Reporter/Photographer (701) 662-8188 PO Box 775; Devils Lake, ND 58107	Y	0
4	Internal Posting – KBMY-TV Tony Krukenberg(701)223-1700 1811 N 5 th St; Bismarck, ND 58501	Y	0
5	Forum Communications Company Website www.forumcomm.com (jobshq.com) Kate Freimanis(701) 241-5550 PO Box 2020; Fargo, ND 58107	Y	5
6	Internal Corporate email listing Kate Freimanis(701) 241-5500 PO Box 2020; Fargo, ND 58107	Y	2
7	AscentisRecruiter listing (indeed.com, simplyhired.com, trovit.com, glassdoor.com, usmilitarypipeline.com) KateFreimanis- (701) 241-5500 < hr@forumcomm.com >	Y	16
8	Sitting Bull College RonyaHobit, Director of Placement Services (701) 854-3861 9299 Hwy 24; Fort Yates, ND 58538	Y	0
9	United Tribal Technical College Jay Claymore (701) 255-3285 Gregory Sturm < gsturm@uttc.edu > RhondaBruer < rbreuer@uttc.edu > 3315 University Dr.; Bismarck, ND 58504	Y	0
10	Minot State University 1-800-777-0750 Career Services	N	0

	https://www.minotstateu.edu/careers 500 University Ave; West Minot, ND 58707		
11	<i>The Forum</i> (daily newspaper) Kate Freimanis(701) 241-5550 PO Box 2020; Fargo, ND 58107	N	0
12	<i>The Grand Forks Herald</i> (daily newspaper) Kate Freimanis(701) 241-5550 375 2 nd Ave N; Grand Forks, ND 58201	N	0
13	<i>Duluth News Tribune</i> (classified ads) Kate Freimanis(701) 241-5550 424 W First St; Duluth, MN 55802	N	0
14	<i>Jamestown Sun</i> (classified ads) Kate Freimanis(701) 241-5550 301 4 th St; Minot, ND 58701	N	0
15	NAB Job Bank Careerpage.org 1771 N St; NW Washington, DC	N	0
16	Broadcast Employment Services www.tvjobs.com Listing by registration; (760) 754-8117 PO Box 4116; Oceanside, CA 92052	N	2
17	Medialine www.medialine.com Customer Support Listing (800) 237-8073 PO Box 51909; Pacific Grove, CA 93950	N	0
18	Minnesota State University at Moorhead www.myinterfase.com/Moorhead/employer (218) 477-2131 1104 7 th Ave S; Moorhead, MN 56560	N	0
19	University of North Dakota School of Communications (701) 777-2011 BaryBrode<barry.brode@email.und.edu> Grand Forks, ND 58201	N	0
20	Fargo Job Service / Job Service of ND (701) 239-7300 <infojsfg@nd.gov> 1350 32 nd St S; Fargo, ND 58103 1-800-247-0985	N	2
21	Word of Mouth Referral	N	8
22	ND St. College of Science / Career Services www.ndsc.edu/careerservices 1-800-342-4325 800 8 th St N; Wahpeton, ND 58103	N	0
23	Radio Ad / on air / WDAY AM 790 Program Director (701) 237-6500 PO Box 2466; Fargo, ND 58108	N	0
24	SDSU / Journalism-MCDept/ Job Fair Dr. Mary Arnold,DeptHead Brookings, SD 57007-0596	N	0

	(605) 688-4171		
25	All AccessInc/ Radio & Music Industry Allaccess.com 28955 Pacific Coast Highway Suite 210-5 Malibu, CA 90265	N	0
26	St Cloud State Mark Mills – Chair, Dept of Mass Comm < mlmills@stcloudstate.edu > Stewart Hall 125; 720 4 th Ave S St. Cloud, MN 56301 (701) 308-3294	N	0
27	National Academy of Television Arts & Sciences jobbank.emmyonline.org 7319 Hunters Run Eden Prairie, MN 55346	N	0
		Total Interviews	48

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3. RECRUITMENT INITIATIVES

	Type of RI	Brief Description of Activity
1	Internship Program	Forum Communications is dedicated to helping prepare students for careers in electronic media through cooperative education programs with colleges and universities. Toward this end, Forum communications Company has offered an on-going apprenticeship program with Minnesota State University Moorhead and the Marcil Center for Innovative Journalism. These departments include: news, sports, production, and media sales. The apprenticeship involves learning, observing and working within the assigned department for a full college/university semester.
2	Training Program	WDAY and WDAZ have continually hired college students for on the job training in production. These individuals are trained at entry level positions and have the potential for full-time employment in production or other areas of the station. Examples include: moving into graphics, audio, technical directing, audio board for radio, voicing ads for radio, news/sports shooting, sales, etc. The stations also afford staff to be trained on live remote production involving all aspects of a live production from a production trailer at a remote site. WDAY and WDAZ television and radio are committed to developing the skills of current staff, encouraging them to reach their potential within Forum Communications Company.
3	Job Fair	Forum Communications Company has participated in the Fargo-Moorhead Career Expo on April 26, 2016 and the Fall Job Fair at the Ramada Plaza & Suites on September 27, 2016. The company visited with attendees about current job openings in print and broadcast media. The company also participated in a college Career Fair at Jamestown College on 4/26/16.

4	Participate in Educational Institutions	Two of WDAY's on-air staff teach journalism/mass communication classes at local universities. Our chief meteorologist also teaches a class in science at North Dakota State University. During their classes they have other staff members in as guest speakers allowing the students to hear different perspectives of journalism and mass communications as a career path. The three staff members who teach classes encourage students to apply for on the job training in production and are made aware of opportunities as they arise with the station. WDAY's news director also speaks to a mass communication class for recruiting purposes.
5	Marcil Innovation Center	Forum Communications has donated to Minnesota State University Moorhead to create the Marcil Center for Innovative Journalism. This center creates an integrated news environment across print, broadcast and digital platforms to give students relevant journalism experience and develop business skills for the rapidly evolving media industry. With the help of Forum Communications, the Marcil Center provides career programming, apprenticeship programs, employment opportunities, and scholarship support for MSUM students.
6	Forum Forward	WDAY and WDAZ are committed to developing the skills of current staff and informing them of other opportunities within Forum Communications Company. Forum Communications Company started the Forum Forward program to foster understanding across disciplines, so participants could collaborate and learn from people outside their area of specialization. A diverse group of leaders from across Forum Communications are picked to engage in the Forum Forward program, which incorporates a focus on innovation, leadership education and the opportunity to build relationships with others throughout the company.
7	Additional Station Functions	WDAY and WDAZ offer group tours continually throughout the calendar year hosting grade school children to university students offering them insight into all opportunities available in broadcasting. On-air staff, in addition to the three individuals teaching classes at the local universities, speaks to the area grade school and high school students again encouraging them to choose a career in broadcasting.