

**KFYR-KMOT-KQCD-KUMV
EEO Public File Report
06/13/14 - 11/30/14**

I. Vacancy List

Position	Job Title	Date Filled	Source which Referred Interviewees	Number of Interviews Per Source	Hiree Referral Source	Recruitment Sources (RS) Used to Fill Vacancy - See Section II
1	KUMV Account Executive	7/23/2014	Williston Herald	1	Williston Herald	3,5,9-14,16-21 24-26, 31-34
2	KUMV Production	8/15/2014	Williston Herald	2	Williston Herald	3,5,9-14,16-21 24-26, 31-34
3	KQCD/KFYR Reporter	7/1/2014	KFYR-TV TVJobs.com	1 2	TVJobs.com	3,5,9-14,16-21 24-26, 31-34
4	KMOT Anchor	7/1/2014	TVJobs.com	3	TVJobs.com	3,5,9-14,16-21 24-26, 31-34
5	KFYR Master Control	6/16/2014	TVJobs.com KFYR-TV	1 2	KFYR-TV	3,5,9-14,16-21 24-26, 31-34
6	KFYR Productions	7/24/2014	KFYR-TV	3	KFYR-TV	3,5,9-14,16-21 24-26, 31-34
7	KFYR Creative Writer	8/28/2014	Bismarck Tribune	2	Bismarck Tribune	3,5,9-14,16-21 24-26, 31-34
8	KFYR News Photographer	9/2/2014	TVJobs.com	1	TVJobs.com	3,5,9-14,16-21 24-26, 31-34
9	KFYR News Reporter	8/4/2014	TVJobs.com KFYR-TV	5 1	TVJobs.com	3,5,9-14,16-21 24-26, 31-34
10	KFYR News Producer	8/4/2014	TVJobs.com Job Service ND	2 1	TVJobs.com	3,5,9-14,16-21 24-26, 31-34
11	KFYR Commercial Editor	8/9/2014	KFYR-TV	3	KFYR-TV	3,5,9-14,16-21 24-26, 31-34
12	KMOT Producer	9/17/2014	TVJobs.com	4	TVJobs.com	3,5,9-14,16-21 24-26, 31-34
13	KFYR Web Producer	9/22/2014	KFYR-TV	1	KFYR-TV	3,5,9-14,16-21 24-26, 31-34
14	KUMV Production	10/28/2014	KUMV-TV	1	KUMV-TV	13
15	KMOT Sports Director	11/17/2014	TVJobs.com KMOT-TV	2 1	TVJobs.com	3,5,9-14,16-21 24-26, 31-34

* These stations were acquired by Gray Television Licensee, LLC on June 13, 2014. Therefore this report covers the time period from June 13, 2014 – November 30, 2014

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II. Master Recruitment Source List (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	Number of Interviewees Referred by RS over reporting period
1	Bismarck Tribune/The Finder Classifieds 707 E Front Avenue Bismarck ND 58504 701-258-6900	N	2
2	Broadcasting & Cable Yuki Sumi 360 Park Avenue South, 14th Floor New York NY 10010 646-746-6949	N	0
3 x	Broadcast Employment Services TVJobs.com Mark Halloway PO Box 4116 Oceanside CA 92052 800-374-0119	N	20
4	Broadcast Engineering Jennifer Schaefer 9800 Metcalf Avenue Overland Park KS 66212 800-896-9939	N	0
5 x	Brown Institute of Broadcasting National Educataion Campus 1440 Northland Drive Mendota Heights MN 55120-1004 Amber Luckie (651-905-3465) Aluckie-parks@Browncollege.edu	N	0
6	Dickinson Press Attn Dawn 1815 1st Street West Dickinson ND 58601 701-225-8111	N	0
7	Fargo Forum Attn Sheri 101 5th Street North Fargo ND 58102 701-241-5500	N	0
8	Grand Forks Herald Classifieds 375 2nd Avenue North Grand Forks ND 58201 701-780-1150	N	0

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9 x	Job Service North Dakota Attn Renee 1601 E Century Ave Bismarck ND 58503 701-328-5000	N	1
10 x	KFYR-TV Dick Heidt 200 North 4th Street Bismarck ND 58501 701-255-5757	N	11
11 x	KMOT-TV Tom Ross 1800 SW 16th Street Minot ND 58701 701-852-4101	N	1
12 x	KQCD-TV Alan Reed 373 21st Street East Dickinson ND 58601 701-483-7777	N	0
13 x	KUMV-TV Debi Burton 602 Main Street Williston ND 58801 701-572-4676	N	1
14 x	KVLY-TV James Wareham 1350 21st Ave South Fargo ND 58103 701-237-5211	N	0
15	Minot Daily News Caren Watts or Denae 301 4th Street SE Minot ND 58701 classads@minotdailynews.com 701-857-1913	N	0
16 x	Minot State University Neil Roberts 500 University Avenue West Minot ND 58701 701-858-4318	N	0
17 x	Minnesota State Univesity-Moorhead Career Services 1104 7th Avenue South Moorhead MN 56560 218-477-2131	N	0
18 x	NAB Career Center 1771 N Street NW Washington DC 20036 202-429-5300	N	0

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19 x	North Dakota Broadcasters Association Beth Helfrich PO Box 3178 Bismarck ND 58502 701-258-1332	N	0
20 x	North Dakota Indian Affairs Commission 500 North 9th Street Bismarck ND 58501 701-328-2428	N	0
21 x	North Dakota State University Career Services 306 Ceres Hall Fargo ND 58105 701-231-8011	N	0
22	Society of Broadcast Engineers Scott Jones 9102 North Meridian Street Suite 150 Indianapolis IN 46260 317-846-9500	N	0
23	TelevisionWeek TVweek.com Eric Chasko 6500 Wilshire Boulevard, Suite 2300 Los Angeles CA 90048 323-370-2415	N	0
24 x	United Tribes Technical College Administration Office 3315 University Drive Bismarck ND 58504 701-255-3285	N	0
25 x	University of Mary Career Services 7500 University Drive Bismarck ND 58504 701-255-7500	N	0
26 x	University of North Dakota UND Career Services 2891 2nd Ave N PO Box 9014 Grand Forks ND 58201 und.careerconnect@und.edu 701-777-3904	N	0
27	Williston Daily Herald Classifieds PO Box 1447 Williston ND 58802 classified@willistonherald.com 701-572-2165	N	3
28	The Shopper 1510 2nd Ave W Williston, ND 58801 701-572-4851 shopperlisaenemont.net	N	0
29	MediaLine(Mark Shilstone, Manager) 1209 Wood Valley Rd Augusta GA, 30909 800-237-8073 medialine@medialine.com	N	0
30	KAUZ PO Box 2130	N	0

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	Wichita Falls TX 76307 Kyle Williams, General Manager		
31 x	KSFY 300 N Dakota Ave Ste 100 Sioux Falls SD 57104 James Berman, General Manager	N	0
32 x	KHAS 6475 Osborne Drive W Hastings NE 68901 Ulysses Carlini, General Manager	N	0
33 x	KNOP 8020 North Highway 83 North Platte NE 69101 Lewys Carlini, General Manager	N	0
34 x	KREX 345 Hillcrest Manor Grand Junction CO 81501 Ron Tilery, General Manager	N	0
35	Wahpeton School of Science 800 6th Street N Wahpeton ND	N	0
36	Williston High School Shelly Schultz 502 W Highland Dr Williston ND 58801	N	0
37	Williston State College 1410 University Drive Williston ND 58801	N	0
38	Williston Wire Shawn Wenko www.willistonwire.com	N	0
39	Spherian Staffing 1830 E Century Ave Bismarck ND 58503 701-250-1111	N	0
Total Interviewees over a 12 month period			39

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III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	INTERNSHIP PROGRAM	KFYR, KMOT, KUMV, and KQCD provide job shadow opportunities for students from University of Mary, Minot State University, and Job Service, throughout the year. These are our programs but from June 2014 to Nov 2014 we did not have job shadows because of the short time frame due to station purchase.
2	OTHER ACTIVITIES	At KFYR, we did station tours with-College Students, High School Students (Lee Ellison) At KMOT, we did station tours with- High School Students (Paul Ronning) Best of Class Event in May 2014 -KFYR News Director Monica Hannan speaks to Top Students from all Western ND High Schools regarding her career and other careers in broadcasting. KUMV Job Shadow 04/24/14-Chris Sommerfeld/Eathan Carda
3	CAREER FAIR	Trenton High School-KUMV Job Shadow the Noon show for the Crash Course program on 12/05/2013
4	TRAINING	EEO Program Training for KFYR+ Managers - once a year we conduct an educational meeting with all managers responsible for hiring and outreach. Individual training with managers after Gray TV purchase. From June 2014-Nov 2014, Tom Hertz conducted one on one training with department heads responsible for hiring.