

**KFYR-TV, KMOT, KQCD-TV, KUMV-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Creative Service Producer	1-3, 5-11, 14-16, 18-20	5
MultiMedia Journalist	1-3, 5-20	5
MultiMedia Journalist	1, 3, 5-16, 19-20	6
MultiMedia Journalist-/Fill-In Anchor	1, 3, 5-20	6
Technical Media Prod.	1-3, 5-13, 16, 18-20	8
Creative Service Producer	1-16, 18-20	4

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Bismarck Tribune/Finder 707 E. Front Ave. Bismarck, North Dakota 58501 Phone : 701-250-8236 Lila Zander Manual Posting	N	2
2	Broadcast Employment Svc. PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Job Board Manual Posting	N	0
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
4	Employee Referral	N	1
5	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	2
6	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	5
7	Job Service of North Dakota 1601 E. Century Ave. Bismarck, North Dakota 58501 Phone : 701-328-5000 JG N/A Manual Posting	N	0
8	KFYR TV 200 N 4th Street Bismarck, North Dakota 58501 Phone : 701-255-5757 Barry Schumaier Manual Posting	N	2

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9	KMOT TV 1800 16th Street SW Minot, North Dakota 58702 Phone : 701-852-4101 Todd Telin Manual Posting	N	0
10	KQCD TV 373 21st Street E Dickinson, North Dakota 58601 Phone : 701-483-7777 Darrell Olson Manual Posting	N	0
11	KUMV TV 602 Main Street Williston, North Dakota 58802 Phone : 701-572-4676 Todd Telin Manual Posting	N	0
12	Minot Daily News 301 4th Street Minot, North Dakota 58702 Phone : 701-857-1970 Stacy Lynch Manual Posting	N	0
13	Minot State University 500 University Ave. W Minot, North Dakota 58707 Phone : 800-777-00750 Neil Roberts Manual Posting	N	0
14	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0
15	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	0

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16	Native American Journalists Association 395 W. Lindsey Street Norman, Oklahoma 73019 Url : <a href="https://najanewsroom.com/">https://najanewsroom.com/</a> Diversity Posting Manual Posting	N	0
17	North Dakota Broadcasters Assn 934 N. Parkview Sr. Bismarck, North Dakota 58501 Phone : 701-258-1332 Email : bethh@ndba.org Beth Helfrich	N	0
18	University of Mary 7500 University Drive Bismarck, North Dakota 58504 Phone : 701-255-7500 College Recruiter Manual Posting	N	0
19	University of North Dakota 2891 2nd Ave, N Grand Forks, North Dakota 58201 Phone : 701-777-3000 Email : und.careerconnect@und.edu College Recruiter	N	0
20	Williston Daily Herald 14 W. 4th Street Williston, North Dakota 58801 Phone : 701-572-2165 Classified Ads Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>12</b>

**KFYR-TV, KMOT, KQCD-TV, KUMV-TV****EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/12/2022	Participation in events or programs sponsored by educational institutions	Students from University of Mary going into journalism, came in for a tour with our news director.	1	News Director
2	12/20/2022	Participation in events or programs sponsored by educational institutions	Tour with university of Mary students to discuss career opportunities in broadcasting.	1	News Director
3	2/27/2023	Establishment of a mentoring program	Potential employee shadowed for anchor/reporter job Student from University of Mary	1	News Director
4	2/28/2023	Participation in events or programs sponsored by educational institutions	job shadowing for anchor/reporter form University of Mary	1	News Director
5	3/1/2023	Participation in events or programs sponsored by educational institutions	Potential Canidate job shadowed with News Director. for Anchor/Reporter. Student from University of Mary.	1	News Director
6	3/3/2023	Participation in events or programs sponsored by educational institutions	job shadowing for News Anchor/Reporter. Student from University of Mary.	1	News Director
7	3/23/2023	Participation in events or programs sponsored by educational institutions	Tour for University of Mary writing/media class	1	News Director
8	4/3/2023	Participation in events or programs sponsored by educational institutions	Spoke with Minot State University students about journalism	1	MultiMedia Journalist
9	4/6/2023	Participation in other activities designed by the station employment unit	Tour for (20) high school students from Belfield, showing them the ropes of broadcasting.	1	News Director
10	4/20/2023	Participation in events or programs sponsored by educational institutions	Office Manager participated in FCC Equal Opportunity Rules webinar.	1	Office Manager
11	4/20/2023	Participation in events or programs sponsored by educational institutions	Tour for Mandan High School senior students interested in journalism.	1	News Director

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12	4/26/2023	Participation in events or programs sponsored by educational institutions	KMOT attended job fair at Minot High School	1	MultiMedia Journalist
13	5/3/2023	Participation in Job Fairs	KMOT News Reporter attended job fair at Minot High School	1	MultiMedia Journalist
14	5/22/2023	Participation in other activities designed by the station employment unit	Tour to (30) high school students from Richardton, showing them the ropes of broadcasting	1	News Director
15	9/5/2023	Participation in other activities designed by the station employment unit	Tour for (8) senior students - informational tour for Beulah seniors	1	News Director
16	9/13/2023	Participation in Job Fairs	KMOT staff attended MSU job fair	3	Sports Reporter MultiMedia Journalist Sales Manager
17	10/4/2023	Participation in events or programs sponsored by educational institutions	Tour to students interested in journalism from Hettinger ND	1	News Director
18	11/9/2023	Participation in events or programs sponsored by educational institutions	(6) Digital Media and Video Design Students from BSC came in for a tour to learn more about journalism for digital and video design.	1	MultiMedia Journalist