

**KFYR, KMOT, KQCD, KUMV, KXND-LD, KNDX-LD**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 – November 30, 2022**

**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>
KFYR – Office Manager	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15,19	1
KFYR – News Producer	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	6
KFYR – Evening News Anchor	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	15
KFYR – Assistant News Manager	1,2,3,4,5,6,16	16
KFYR – Multimedia Journalist	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	4
KMOT – MMJ News Anchor	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	14
KFYR – Executive News Producer	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	1
KFYR – Videographer/Graphics Editor	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15,17	17
KMOT – Account Executive	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	5
KFYR – Web Producer	1,2,3,4,5,6,14,15,17	15
KFYR – Investigative Reporter	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15,	14
KFYR – Digital News Host/Anchor	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	4
KFYR – MMJ Sports	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15,18	18
KMOT – Multimedia Journalist	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	5
KFYR – Creative Service Producer	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	14
KFYR – News Producer	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15,16	15
KFYR – Sports Anchor/Reporter	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15,18	14

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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/The Finder Classifieds 707 E Front Avenue Bismarck ND 58504 701-258-6900	N	2
2	Broadcast Employment Services TVJobs.com Mark Halloway PO Box 4116 Oceanside CA 92052 800-374-0119	N	0
3	Job Service North Dakota Attn JG 1601 E Century Ave Bismarck ND 58503 701-328-5000	N	0
4	KFYR-TV Barry Schumaier 200 North 4th Street Bismarck ND 58501 701-255-5757	N	3
5	KMOT-TV Todd Telin 1800 SW 16th Street Minot ND 58701 701-852-4101	N	2
6	KUMV-TV Todd Telin 602 Main Street Williston ND 58801 701-572-4676	N	1

<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>
7	Minot State University Neil Roberts 500 University Avenue West Minot ND 58701 701-858-4318	N	0
8	NAB Career Center 1771 N Street NW Washington DC 20036 202-429-5300	N	0
9	North Dakota Broadcasters Association Beth Helfrich PO Box 3178 Bismarck ND 58502 701-258-1332	N	0
10	United Tribes Technical College Attn: Camilla Martell 3315 University Drive Bismarck ND 58504 cmartell@uttc.edu 701-255-3285	N	0
11	University of Mary Career Services 7500 University Drive Bismarck ND 58504 701-255-7500	N	0
12	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
13	Williston Daily Herald Classifieds PO Box 1447 Williston ND 58802 classified@willistonherald.com 701-572-2165	N	0
14	Indeed.com	N	12
15	UKG	N	10
16	Internal Promotion/Hire	N	1

<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>
17	Word of Mouth	N	1
18	Sports Casters Talent Agency of America	N	1
19	YouTube	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			34

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in events sponsored by educational institutions	<p>KMOT 11/30/21 Joe Skurzewski (News) went to Minot State University. Joe meets briefly with Minot State University communication students about job opportunities.</p> <p>KMOT 9/1/2022 Joe Skurzewski (News) briefly visited a class at South Prairie School to meet with students and discuss career opportunities.</p> <p>KMOT 9/12/2022 Joe Skurzewski (News) visited with students from Des Lacs Burlington High School to discuss career opportunities.</p> <p>KMOT 9/15/2022 Joe Skurzewski and Zach Keenan (News) represented KMOT at career fair at Minot State University dome. Discussed career opportunities with students, showed newscasts on tv monitor, took photos with students.</p> <p>KMOT 11/09/2022 Joe Skurzewski (News) and Jeff Emmert (Sales) represented KMOT at Minot Area Career Expo. Discussed career opportunities with area high school students, and showed newscasts on tv monitor</p> <p>KFYR 4/12/2022 JR (News Director) did tour for Horizon Middle School.</p> <p>KFYR 8/9/2022 JR (News Director) did tour for University of Mary</p> <p>KFYR 11/17/2022 JR (News Director) gave tour to Bismarck State College students, to learn about jobs in broadcasting</p>
<b>2</b>	EEO Training	<p>2/17/2022 Cynthia Lindsey (Office Manager) attended training on the FCC's EEO rules and regulations offered by Joan Stewart and Wiley</p>

