

KFYR, KMOT, KQCD, KUMV, KXND-LD, KNDX-LD
EEO PUBLIC FILE REPORT
December 1, 2018 – November 30, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
KFYR – Weekend News Anchor	1,2,3,4,5,6,7,8,9,10,11,12, 13,14,15,16,17,18	17
KFYR – Chief Engineer	4,5,6,7,16,17	17
KMOT – Multi Media Journalist	4,5,6,7,10,13,14,16,18	18
KUMV – Account Executive	4,5,6,7,10,14,16	7
KFYR – Sports Reporter	1,2,3,4,5,6,7,8,9,10,11,12, 13,14,15,16,17,18	18
KFYR – Multi Media Journalist	1,2,3,4,5,6,7,8,9,10,11,12, 13,14,15,16,17,18	18
KFYR – Master Control Operator	1,2,3,4,5,6,7,8,9,10,11,12, 13,14,15,16,17,18	5
KFYR – Multi Media Journalist	1,2,3,4,5,6,7,8,9,10,11,12, 13,14,15,16,17,18	18
KFYR – Associate Producer	1,2,3,4,5,6,7,8,9,10,11,12, 13,14,15,16,17,18	18
KFYR- Creative Services Producer	1,2,3,4,5,6,7,8,9,10,11,12, 13,14,15,16,17,18	17
KMOT – Creative Services Producer	4,5,6,7,10,13,14,16, 17, 18	17
KMOT – Multi Media Journalist	4,5,6,7,10,13,14,16,18	18
KMOT – Multi Media Journalist	4,5,6,7,10,13,14,16,18	18

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. 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	0
2	Broadcast Employment Services TVJobs.com Mark Halloway PO Box 4116 Oceanside CA 92052 800-374-0119	N	0
3	Brown Institute of Broadcasting National Education Campus 1440 Northland Drive Mendota Heights MN 55120-1004 Amber Luckie (651-905-3465) Aluckie-parks@Browncollege.edu	N	0
4	Job Service North Dakota Attn JG 1601 E Century Ave Bismarck ND 58503 701-328-5000	N	0
5	KFYR-TV Barry Schumaier 200 North 4th Street Bismarck ND 58501 701-255-5757	N	1
6	KMOT-TV Todd Telin 1800 SW 16th Street Minot ND 58701 701-852-4101	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	KUMV-TV Todd Telin 602 Main Street Williston ND 58801 701-572-4676	N	1
8	Minot State University Neil Roberts 500 University Avenue West Minot ND 58701 701-858-4318	N	0
9	NAB Career Center 1771 N Street NW Washington DC 20036 202-429-5300	N	0
10	North Dakota Broadcasters Association Beth Helfrich PO Box 3178 Bismarck ND 58502 701-258-1332	N	0
11	United Tribes Technical College Attn: Camilla Martell 3315 University Drive Bismarck ND 58504 cmartell@uttc.edu 701-255-3285	N	0
12	University of Mary Career Services 7500 University Drive Bismarck ND 58504 701-255-7500	N	0
13	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Williston Daily Herald Classifieds PO Box 1447 Williston ND 58802 classified@willistonherald.com 701-572-2165	N	0
15	MediaLine Attn: Don Matthews 1209 Wood Valley Rd Augusta GA, 30909 800-237-8073 medialine@medialine.com	N	0
16	Snag / People Matter Gray TV Group https://my.peoplematter.com	N	10
17	Internal Promotion/Hire	N	4
18	Indeed.com	N	12
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			30

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	February 1 – April 30, 2019 KFYR had 1 intern in the News Dept as a Multi Media Journalists.
2	Continuing Education:	June 6, 2019 KFYR Office Manager attended a Sales and Use Tax Seminar in Fargo sponsored by the ND State Tax Dept.
	Continuing Education	On June 20, 2019 KFYR Office Manager participated in a webinar on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein.
3	Scholarship Program	April 2019 KFYR held a Best of the Class program for area seniors that had a GPA of 3.5 or higher. The GM and GSM then chose a \$500 scholarship winner from all the participations.
4	Job Fair	November 14, 2019 KFYR Weather Reporter attended a Communications Job Fair at the local college
5	Tours	April 17, 2019 seniors from an area high school toured the station and observed what is involved in producing a newscast