

**KFYR-KMOT-KUMV-KQCD
EEO PUBLIC FILE REPORT
[12/1/2014-11/30/2015]**

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 Morning Producer	3,5,9-14,16-21,24-26,31-34	3
KFYR Multimedia Journalist	3,9,10	3
KFYR Social Media Producer	3,9,10	3
KUMV Anchor/Reporter	3,5,9-14,16-21,24-26,31-34	9
KMOT Production	3,5,9-14,16-21,24-26,31-34	9
KUMV Anchor/Reporter	3,5,9-14,16-21,24-26,31-34	9
KUMV Account Executive	13,27	27
KMOT Account Executive	11,15	15
KFYR News Photographer	3,5,9-14,16-21,24-26,31-34	3
KMOT Account Executive	11,15	15
Social Web Manager	3,5,9-14,16-21,24-26,31-34	3
KMOT Sports Director	3,11,16	3
KFYR Production Assistant	3,5,9-14,16-21,24-26,31-34	10
KFYR Account Executive	10,1,40	1
KUMV Anchor/Reporter	3,5,9-14,16-21,24-26,31-34	3
KFYR Multimedia Journalist - Morning	3,5,9-14,16-21,24-26,31-34	3
KNDX Account Executive	10,1,40	1
KFYR Account Executive	10,1,40	1
KFYR Multimedia Journalist	3,9,10	3
KMOT Reporter	3,5,9-14,16-21,24-26,31-34	3
KMOT Meteorologist	3,11,16	11
KNDX Account Executive	10,1,40	1
KFYR Multimedia Journalist	3,9,10	3
KFYR Anchor/Reporter	3,9,10	3
KFYR Office Manager	1,9,10,40	1
KUMV Production Assistant	1,27,40	27
KUMV Production Assistant	1,27,40	27
KFYR Multimedia Journalist	3,9,10	3
KFYR Multimedia Journalist	3,9,10	3
KFYR Office Manager	1,9,10,40	1

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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 Front Avenue Bismarck, ND 58504 701-258-6900	No	11
2	Broadcasting & Cable Yuki Sumi 360 Park Avenue South New York, NY 10010 646-746-6949	No	0
3	Broadcast Employment Services TVJobs.com Mark Holloway PO Box 4116 Oceanside CA 92052 800-374-0119	No	72
4	Broadcast Engineering Jennifer Schaefer 9800 Metcalf Avenue Overland Park KS 66212 800-896-9939	No	0
5	Brown Institute of Broadcasting National Education Campus 1440 Northland Drive Mendota Heights MN 55120 Amber Luckie 651-905-3465 Aluckie-parks@Browncollege.edu	No	0
6	Dickinson Press 1815 1 st Street West Dickinson ND 58601 701-225-8111	No	0
7	Fargo Forum Attn: Sheri 101 5 th Street North Fargo ND 58102 701-241-5500	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Grand Forks Herald Classifieds 375 2 nd Avenue North Grand Forks ND 58201 701-780-1150	No	0
9	Job Service North Dakota Attn: Renee 1601 Century Avenue Bismarck ND 58503 701-328-5000	No	2
10	KFYR-TV Barry Schumaier 200 North 4 th Street Bismarck ND 58501 701-255-5757	No	5
11	KMOT Todd Telin 1800 SW 16 th Street East Minot ND 58701 701-852-4101	No	5
12	KQCD-TV Alan Reed 373 21 st Street East Dickinson ND 58601 701-483-7777	No	0
13	KUMV-TV Scott Aune 602 Main Street Williston ND 58801 701-572-4676	No	0
14	KVLY-TV Jim Wareham 1350 21 st Avenue South Fargo ND 58103 701-237-5211	No	0
15	Minot Daily News Attn: Caren or Denae 301 4 th Street SE Minot ND 58701 701-857-1913	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Minot State University Neil Roberts 500 University Avenue West Minot ND 58701	No	0
17	Minnesota State University-Moorhead Career Services 1104 7 th Avenue South Moorhead MN 56560 218-477-2131	No	0
18	NAB Career Center 1771 North N Street Washington DC 20036 202-429-5300	No	0
19	ND Broadcasters Association Beth Helfrich PO Box 3178 Bismarck ND 58102 701-258-1332	No	0
20	ND Indian Affairs Commission 500 North 9 th Street Bismarck ND 58501 701-328-2428	No	0
21	North Dakota State University Career Services 306 Ceros Hall Fargo ND 58105 701-231-8011	No	0
22	Society of Broadcast Engineers Scott Jones 9102 North Meridian Street Suite 150 Indianapolis IN 46260 317-846-9500	No	0
23	Television Week TVWeek.com Eric Chasko 6500 Wilshire Blvd Suite 2300 Los Angeles CA 90048 323-370-2415	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	United Tribes Technical College Administration Office 3315 University Drive Bismarck ND 58504 701-255-8011	No	0
25	University of Mary Career Services 7500 University Drive Bismarck ND 58504 701-255-7500	No	0
26	University of North Dakota UND Career Services 2891 2 nd Ave North Grand Forks ND 58201 701-777-3904	No	0
27	Williston Daily Herald Classifieds PO Box 1447 Williston ND 58802 701-572-2165	No	5
28	The Shopper 1510 2 nd Avenue West Williston ND 701-572-4851	No	0
29	MediaLine Mark Silverstone 1209 Wood Valley Road Augusta GA 30909 800-327-8073	No	0
30	KAUZ PO Box 2130 Wichita Falls TX 76307	No	0
31	KSFY 300 North Dakota Ave Suite 100 Sioux Falls SD 57104 James Berman GM	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	KHAS 6475 Osborne Drive West Hastings NE 68901 Ulysses Carlini GM	No	0
33	KNOP 8020 North Highway 83 North Platte NE 69101	No	0
34	KREX 345 Hillcrest Manor Grand Junction CO 81501 Lewys Carlini GM	No	0
35	Wahpeton School of Science 800 6 th Street N Wahpeton ND	No	0
36	Williston High School Shelly Schuktz 502 W Highland Drive Williston ND 58801	No	0
37	Williston State College 1410 University Drive Williston ND 58801	No	0
38	Williston Wire Shawn Wenko www.willistonwire.com	No	0
39	Spherian Staffing 1800 E Century Avenue Bismarck ND 58503	No	0
40	KNDX Barry Schumaier GM 200 North 4 th Street Bismarck ND 58501	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			101

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Our Chief Photographer hosted several tours during the year which included introductions to Commercial Production, News and Sales.	Tour dates: May 20 th Tappen Public School October 29 th Bismarck State College November 4 th Grimsrud Elementary November 19 th Anne Carlson School
2	EEO Training	On November 18 th , Jim Sande (Operations Manager) participated in EEO Training provided by Gray's Chief Counsel (Joan Stewart of Wiley Rein).
3	Other activities	"Best of Class" event on May 2015 hosted by KFYR-TV, News Director Monica Hannan spoke to Top Students from Western ND High Schools regarding her career and other careers in Broadcasting. KMOT and KQCD hosted similar events on 2015 in Minot and Dickinson.
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