

KFYR, KMOT, KQCD, KUMV, KXND-LD, KNDX-LD
EEO PUBLIC FILE REPORT
December 1, 2016 – November 30, 2017

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 - Master Control Operator	9,10-13,16,18,19, 20,24,25,26,29,40,41,42	10
KNDX – Anchor/Reporter	1,3, 9,11- 13,16,18,19,20,24,25,26,29,40,41,42	41
KUMV – Anchor/Reporter	1,3, 9,11- 13,16,18,19,20,24,25,26,29,40,41,42	40
KFYR – Production Assistant	9,10-13,16,18,19, 20,24,25,26,29,40,41,42	10
KFYR – Production Assistant	9,10-13,16,18,19, 20,24,25,26,29,40,41,42	10
KFYR – Account Executive	1,9,10-13,16,18,19, 20,24,25,26,29,40,41,42	1
KUMV – Newscast Director	1,3, 9,11,12,13,16, 18,19,20,24,25,26,27,29,40,41,42	27
KFYR – Master Control Operator	9,10-13,16,18,19, 20,24,25,26,29,40,41,42	10
KMOT – News Director	1,3, 9,11-13,16,18,19, 20,24,25,26,29,40,41,42	41
KQCD – Bureau Chief	1,3, 9,11-13,16,18,19, 20,24,25,26,29,40,41,42	40
KFYR – Multi Media Journalist	1,3, 9,11-13,16,18,19, 20,24,25,26,29,40,41,42	40
KFYR – Multi Media Journalist	1,3, 9,11-13,16,18,19, 20,24,25,26,29,40,41,42	40
KFYR – Multi Media Journalist	1,3, 9,11-13,16,18,19, 20,24,25,26,29,40,41,42	40
KFYR – Multi Media Journalist	1,3, 9,11-13,16,18,19, 20,24,25,26,29,40,41	40
KFYR – Multi Media Journalist	1,3, 9,11-13,16,18,19, 20,24,25,26,29,40,41	40
KFYR – Executive Producer	9,10-13,16,18,19, 20,24,25,26,29,40,41,42	10
KMOT – News Production	9,10-13,16,18,19, 20,24,25,26,29,40,41,42	11
KMOT – Anchor/Multi Media Journalist	1,3, 9,11-13,16,18,19, 20,24,25,26,29,40,41,42	40
KUMV – Multi Media Journalist	1,3, 9,11-13,16,18,19, 20,24,25,26,29,40,41,42	40
KUMV – Account Executive	1,3, 9,11-13,16,18,19, 20,24,25,26,27,29,40,41,42	27
KUMV – Account Executive	1,3, 9,11-13,16,18,19, 20,24,25,26,27,29,40,41,42	41

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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	3
2	Broadcasting & Cable Yuki Sumi 360 Park Avenue South, 14th Floor New York NY 10010 646-746-6949	N	0
3	Broadcast Employment Services TVJobs.com Mark Halloway PO Box 4116 Oceanside CA 92052 800-374-0119	N	0
4	Broadcast Engineering Jennifer Schaefer 9800 Metcalf Avenue Overland Park KS 66212 800-896-9939	N	0
5	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
9	Job Service North Dakota Attn Renee 1601 E Century Ave Bismarck ND 58503 701-328-5000	N	0
10	KFYR-TV Barry Schumaier 200 North 4th Street Bismarck ND 58501 701-255-5757	N	8
11	KMOT-TV Todd Telin 1800 SW 16th Street Minot ND 58701 701-852-4101	N	3
12	KQCD-TV Alan Reed 373 21st Street East Dickinson ND 58601 701-483-7777	N	0
13	KUMV-TV Todd Telin 602 Main Street Williston ND 58801 701-572-4676	N	0
14	KVLY-TV James Wareham 1350 21st Ave South Fargo ND 58103 701-237-5211	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Minot Daily News 301 4th Street SE Minot ND 58701 classads@minotdailynews.com 701-857-1913	N	0
16	Minot State University Neil Roberts 500 University Avenue West Minot ND 58701 701-858-4318	N	0
17	Minnesota State Univesity-Moorhead Career Services 1104 7th Avenue South Moorhead MN 56560 218-477-2131	N	0
18	NAB Career Center 1771 N Street NW Washington DC 20036 202-429-5300	N	0
19	North Dakota Broadcasters Association Beth Helfrich PO Box 3178 Bismarck ND 58502 701-258-1332	N	0
20	North Dakota Indian Affairs Commission 500 North 9th Street Bismarck ND 58501 701-328-2428	N	0
21	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	TelevisionWeek TVweek.com Eric Chasko 6500 Wilshire Boulevard, Suite 2300 Los Angeles CA 90048 323-370-2415	N	0
24	United Tribes Technical College Administration Office 3315 University Drive Bismarck ND 58504 701-255-3285	N	0
25	University of Mary Career Services 7500 University Drive Bismarck ND 58504 701-255-7500	N	0
26	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	6
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	KAUZ PO Box 2130 Wichita Falls TX 76307 Kyle Williams, General Manager	N	0
31	KSFY 300 N Dakota Ave Ste 100 Sioux Falls SD 57104 James Berman, General Manager	N	0
32	KHAS 6475 Osborne Drive W Hastings NE 68901 Ulysses Carlini, General Manager	N	0
33	KNOP 8020 North Highway 83 North Platte NE 69101 Lewys Carlini, General Manager	N	0
34	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
40	People Matter Gray TV Group https://my.peoplesmatter.com	N	15

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Internal Promotion/Hire	N	3
42	Indeed.com	N	0
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			38

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	January 23 – April 23, 2017, KMOT hosted 2 interns in the News Department.
2	Continuing Education:	March 23, 2017 KFYR Office Manager, participated in the webinar, The FCC's EEO Rules hosted by Joan Stewart of Wiley Rein LLP. November 9, 2017 KFYR Office Manager attended a Sales and Use Tax seminar.
3	Scholarship Program	April 2017 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	March 27, 2017 KFYR News Reporter attended a Communications Job Fair at the local college
5	Tours	February 22, 2017 Production Dept from a local college toured the station and observed what is involved in producing a newscast