

**EEO PUBLIC FILE REPORT FOR
THE EMPLOYMENT UNIT MADE UP OF
WDAY-TV (FARGO, ND)
WDAY(AM) 970 (FARGO, ND)
WDAZ-TV (GRAND FORKS, ND)**

This EEO Public File Report covers the one-year period ending November 30, 2022.

EEO Annual Public File Report

This EEO Public File Report is filed by Forum Communications Company pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The following information contained in this Report covers the one year time period from December 1, 2021, to November 30, 2022 (hereby after referred to as the "Reporting Period").

Sections 1 through 3 are intended to provide the information required by the FCC's EEO Rule.

- Section 1 notes the full-time vacancies over the Reporting Period, the recruitment sources used to fill each of those vacancies and the recruitment source that referred the hiree for each full-time vacancy.
- Section 2 contains the master list of all recruitment sources utilized by this Employment Unit during the Reporting Period. Generally, each recruitment source is identified by name, address, contact person, telephone number, and any other contact information appropriate to the source.
- Section 3 provides a list and brief description of outreach initiatives undertaken by the Employment Unit pursuant to the FCC's EEO Rule over the Reporting Period.

Questions concerning this report should be directed to Joshua Rohrer, General Manager of Forum Communications Company. He may be contacted by phone at (701) 241-5338 or email at jrohrer@wday.com.

SECTION 1

**WDAY-TV
WDAY(AM) 970
WDAZ-TV**

EEO PUBLIC FILE REPORT December 1, 2021 – November 30, 2022

VACANCY LIST

Please see Section 2 for the Master Recruitment Source List and recruitment source data. Vacancies are sorted by open date; each vacancy notes which location the positions is in.

Job Title	Recruitment Sources used to fill Vacancy	Recruitment Source Referring Hiree
Weekend Anchor Open Date: 12/2/21 Hire Date: 12/20/21	1-4, 11, 15-22, 24-38	9
First News Broadcast Director Open Date: 12/2/21 Hire Date: 2/6/22	1-4, 11, 15-18, 20-22, 29	1
Marketing Assistant Open Date: 1/12/22 Hire Date: 2/18/22	1-5, 11, 15-18, 21	4
Weekend Meteorologist Open Date: 3/23/22 Hire Date: 5/3/22	1-5, 11, 15, 16	1
Weekend Meteorologist Open Date: 3/23/22 Hire Date: 5/3/22	1-5, 11, 15, 16	4
Producer Open Date: 3/17/22 Hire Date: 5/8/22	1-4, 11, 15, 16	1
MMJ/Reporter Open Date: 3/17/22 Hire Date: 5/23/22	1-4, 11, 15, 16	9
Sports MMJ/Reporter Open Date: 1/13/22 Hire Date: 5/31/22	1-4, 11, 15-38	3

Sports Remote Graphics Open Date: 3/17/22 Hire Date: 5/23/22	1-4, 11, 15-22, 24-26, 28-29	4
General Sales Manager Open Date: 6/6/22 Hire Date: 6/20/22	1-4, 11, 13, 15, 16	1
Producer Open Date: 6/2/22 Hire Date: 8/21/22	1-4, 11, 13, 15-22, 24-38	9
Sports Reporter/Anchor Open Date: 6/27/22 Hire Date: 8/29/22	1-4, 11, 13, 15-22, 24-38	3
Broadcast Director Open Date: 6/9/22 Hire Date: 8/29/22	1-4, 11, 13, 15-18, 21	4
Video Content Editor Open Date: 7/26/22 Hire Date: 8/29/22	1-4, 11, 13, 15-18, 20-22, 28-29	1
Sports Remote Photographer Open Date: 4/14/22 Hire Date: 7/28/22	1-5, 11, 13, 15-22, 24-26, 29	4
Sports Remote Photographer Open Date: 4/14/22 Hire Date: 7/25/22	1-5, 11, 13, 15-22, 24-26, 29	4
Sales Assistant Open Date: 5/26/22 Hire Date: 8/4/22	1-4, 11, 15-18, 21	3
Broadcast Director Open Date: 9/23/22 Hire Date: 9/26/22	1-4, 11, 13, 15-18, 21	4
Producer Open Date: 9/16/22 Hire Date: 10/12/22	1-4, 11, 13, 15-38	4
Producer Open Date: 9/16/22 Hire Date: 10/2/22	1-4, 11, 13, 15-38	9
Morning News Anchor Open Date: 3/17/22 Hire Date: 9/9/22	1-4, 11, 15-16	9
MMJ/Reporter Open Date: 3/17/22 Hire Date: 9/23/22	1-4, 11, 13, 15-22, 24-38	4

Account Executive Open Date: 9/30/22 Hire Date: 10/21/22	1-4	4
--	-----	---

SECTION 2

**WDAY-TV
WDAY(AM) 970
WDAZ-TV**

**EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022**

MASTER RECRUITMENT SOURCE LIST

RS Number	Recruitment Source Information	Source Entitled To Vacancy Notification? (Yes/No)	# Of Interviews Referred By RS Over Reporting Period
1	Internal Posting: WDAY-TV/WDAY (AM)/WDAZ-TV/KBMY-TV Josh Rohrer: recruiting@forumcomm.com PO Box 2466; Fargo, ND 58108 701-237-6500	N	4
2	Internal Corporate email listing Forum Communications Human Resources: recruiting@forumcomm.com PO Box 2020; Fargo, ND 58107 (701) 241-5415	N	
3	Forum Communications Company Website www.forumcomm.com/careers Forum Communications Human Resources: recruiting@forumcomm.com PO Box 2020; Fargo, ND 58107 (701) 241-5415	N	4
4	ADP Recruiter Listing (indeed.com, simplyhired.com, glassdoor.com, usmilitarypipeline.com, Facebook, LinkedIn, JobsHQ.com) Forum Communications Human Resources: recruiting@forumcomm.com PO Box 2020; Fargo, ND 58107 (701) 241-5415	N	13
5	The Forum (daily newspaper) Forum Communications Human Resources: recruiting@forumcomm.com PO Box 2020; Fargo, ND 58107 (701) 241-5415	N	
6	The Grand Forks Herald (daily newspaper) Forum Communications Human Resources: recruiting@forumcomm.com 375 2nd Ave N; Grand Forks, ND 58201 (701) 241-5415	N	
7	Duluth News Tribune (classified ads) Forum Communications Human Resources: recruiting@forumcomm.com 424 W. 1st St; Duluth, MN 55802	N	

	(701) 241-5415		
8	Jamestown Sun (classified ads) Forum Communications Human Resources: recruiting@forumcomm.com 301 4th St; Minot, ND 58701 (701) 241-5415	N	
9	Word of Mouth referral	N	12
10	Magid/Fresh Faces 8500 Normandale Lake Blvd Suite 630; Minneapolis, MN 55437 (612) 216-0703	N	
11	Fargo Job Service / Job Service of ND www.ndworkforceconnection.com 1350 32nd St S; Fargo, ND 58103 (701) 239-7300	N	
12	careerpage.org NAB Job Bank 1771 N St NW; Washington DC 20036 (800) 622-2414	N	
13	TVJobs.com Broadcast Employment Services PO Box 4116; Oceanside, CA 92052 (760) 754-8117	N	
14	Medialine www.medialine.com PO Box 51909, Pacific Grove, CA 93950 (800) 237-8073	N	
15	Sitting Bull College Stephanie Rusher: stephanie.rusher@sittingbull.edu 9299 Hwy 24; Fort Yates, ND 58538 (701) 854-8000	N	
16	United Tribal College https://www.collegecentral.com/uttc 3315 University Dr.; Bismarck, ND 58504 (701) 255-3285	N	
17	MN State University – Moorhead https://app.joinhandshake.com 1104 7th Ave S; Moorhead, MN 56560 (218) 477-2131	N	
18	North Dakota State University https://app.joinhandshake.com/ 1340 Administration Ave, Fargo, ND 58105 (701) 231-8011	N	
19	ND State College of Science Career Services https://app.joinhandshake.com 800 8th St N; Wahpeton, ND 58076 (800) 342-4325	N	
20	University of North Dakota https://app.joinhandshake.com 501 N Columbia Rd, Stop 7169 Grand Forks, ND 58202 (701) 777-2011	N	
21	Concordia College https://app.joinhandshake.com 901 8th St S, Moorhead, MN 56562 (218) 299-3020	N	
22	Mayville State University	N	

	https://app.joinhandshake.com Old Main 26, 303 3rd St NE, Mayville, ND 50257 (701) 788-5254		
23	Valley City State University https://app.joinhandshake.com 101 College St SE, Valley City, ND 58072 (800) 532-8641	N	
24	Bismarck State College https://app.joinhandshake.com 1500 Edwards Ave, Bismarck, ND 58506 (800) 445-5073	N	
25	University of Mary https://app.joinhandshake.com 7500 University Dr, Bismarck, ND 58504 (701) 355-8030	N	
26	Minot State University https://app.joinhandshake.com 500 University Ave, West Minot, ND 58707 (800) 777-0750	N	
27	University of Minnesota - Minneapolis https://app.joinhandshake.com Morrill Hall 100 Church St. S. E. Minneapolis, MN 55455 (615) 625-5000	N	
28	Bemidji State University https://app.joinhandshake.com 1500 Birchmont Dr. NE #18, Bemidji, MN 56601 (218) 755-2038	N	
29	St. Cloud State University https://app.joinhandshake.com/ 720 4 th Ave S, St Cloud, MN 56301 (320) 308-0121	N	
30	South Dakota State University https://app.joinhandshake.com/ 1175 Medary Ave, Brookings, SD 57006 (605) 688-4171	N	
31	Dakota State University https://app.joinhandshake.com 820 Washington Ave N; Madison, SD 57042 (605) 256-5122	N	
32	University of Wisconsin – Madison https://app.joinhandshake.com 1415 Engineering Dr. Madison, WI 53706 (608) 262-3471	N	
33	University of Montana - Missoula https://app.joinhandshake.com Lommasson Suite 154; Missoula, MT 59812 (406) 243-2022	N	
34	Arizona State University https://app.joinhandshake.com 1151 S Forest Ave #329; Tempe, AZ 85287 (480) 965-2350	N	
35	University of Southern California https://app.joinhandshake.com 3601 Trousdale Parkway, STU 110 Los Angeles, CA 90089	N	

	(213) 740-9111		
36	University of Nebraska - Lincoln https://app.joinhandshake.com 225 Nebraska Union Lincoln, NE 68588 (402) 472-3145	N	
37	University of Colorado - Boulder https://app.joinhandshake.com S440 133 UCB, Boulder, CO 80309 (303) 492-6541	N	
38	Washington State University https://app.joinhandshake.com 180, NE Wilson Rd; Pullman, WA 99164 (509) 335-6000	N	
		TOTAL INTERVIEWS:	33

SECTION 3

**WDAY-TV
WDAY(AM) 970
WDAZ-TV**

EEO PUBLIC FILE REPORT December 1, 2021 – November 30, 2022

RECRUITMENT INITIATIVES

	Type of RI	Brief Description of Activity
1	Internship Program	<p>The Employment Unit is dedicated to helping prepare students for careers in electronic media through cooperative education programs with colleges and universities. Toward this end, Forum Communications Company has offered an on-going internship program in various broadcast departments. These departments include: news, sports, production, and media sales. The internships involve learning, observing and working within the assigned department for a full college/university semester. The internship total hours vary with the number of credits the learning institution offers for an internship. During the Reporting Period, however, the Employment Unit did not have any interns.</p>
2	Training Program	<p>The Employment Unit has continually hired college students and other individuals for on-the-job training in production. These individuals are trained at entry-level positions and have the potential for full-time employment in production or other areas of the station. Examples include garnering full-time employment in graphics, audio, technical directing, audio board for radio, voicing ads for radio, news/sports shooting, sales, etc. The Employment Unit also affords staff the opportunity to be trained on live remote production involving all aspects of a live production from a production trailer at a remote site. The Employment Unit is committed to developing the skills of current staff, encouraging them to reach their potential within Forum Communications Company and, as such, promotes many part-time staff to full-time positions. During the Reporting Period, however, the Employment Unit did not hire anyone for this training program.</p>
3	Job Fair Co-Sponsor	<p>The Employment Unit's parent company, Forum Communications Company, and/or WDAY-TV were featured as sponsors for the following job fairs:</p> <ul style="list-style-type: none">• SCSU Job Fair – March 23rd, 2022, St.Cloud, MN Sponsors: WDAY-TV• FM Career Expo – May 4th, 2022, Fargo, ND Sponsors: WDAY-TV & Forum Communications Company• Breckenridge High School Career Fair – May 13th, 2022, Breckenridge, MN Sponsors: WDAY-TV• Midwest Journalism Conference Job Fair – April 1st, 2022, Minneapolis, MN Sponsors: WDAY-TV

		<ul style="list-style-type: none"> Midwest Journalism Conference Job Fair – February 22nd, 2022, Minneapolis, MN Sponsors: WDAY-TV South Dakota State University Career Fair – November 2nd, 2022, Brookings, SD Sponsors: WDAY-TV NDSU Marketing and Sales Fair – October 5th, 2022, Fargo, ND Sponsors: WDAY-TV & Forum Communications Job Service Fall Job Fair – October 6th, 2022, Fargo, ND Sponsors: WDAY-TV & Forum Communications
4	Participate in Educational Institutions	<p>Anchors participated as guest speakers at various education institutions during the Reporting Period. Their visits consisted of enlightening students about their jobs, discussing careers in broadcasting, and the operations of the Employment Unit's stations.</p> <p>Visits To/Participation With Educational Institutions During the Reporting Period:</p> <ul style="list-style-type: none"> 3/9/22 – visit with college class at Mayville State University, Mayville, ND by Broadcast Reporter 3/29/22 – visit with college class at North Dakota State University, Fargo, ND by Broadcast Anchor
5	Marcil Innovation Center	<p>The Employment Unit's parent company, Forum Communications Company, has donated to Minnesota State University Moorhead to create the Marcil Center for Innovative Journalism. This Center creates an integrated news environment across print, broadcast and digital platforms to give students relevant journalism experience and develop business skills for the rapidly evolving media industry. With the help of Forum Communications, the Marcil Center provides career programming, employment opportunities, and scholarship support for MSUM students.</p>
6	Scholarship Programs	<p>Through The Marcil Center for Innovative Journalism, Forum Communications provides 10 full scholarships to MSUM students interested in pursuing a career in journalism.</p>

7	Additional Station Functions	<p>The Employment Unit offers group tours continually throughout the calendar year hosting grade school children to university students offering them insight into all opportunities available in broadcasting. WDAY conducted the following tours during the Reporting Period:</p> <ul style="list-style-type: none"> • MSUM Students – April 4th, 2022 • Lake Region Corporation – April 26th, 2022 • NDSU Students – May 4th, 2022 • Clara Barton Elementary Students – May 24th, 2022
---	------------------------------------	---