

**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, 2023.

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, 2022, to November 30, 2023 (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. Each source is identified by name, address, contact person, telephone number, and any other contact information appropriate to the source.
- Section 3 shows 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, 2022 – November 30, 2023

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 Sports Anchor/Reporter Open Date: 9/19/22 Hire Date: 12/1/22 | 1-4, 11, 15-38 | 9 |
| Producer Open Date: 11/9/22 Hire Date: 12/13/22 | 1-4, 11, 15-38 | 9 |
| Producer Open Date: 11/9/22 Hire Date: 12/12/22 | 1-4, 11, 15-38 | 3 |
| Broadcast Director Open Date: 1/1/23 Hire Date: 1/9/23 | 1-4, 11, 15-18, 20-22 | 3 |
| MMJ/Reporter Open Date: 12/1/22 Hire Date: 1/9/23 | 1-4, 11, 15-38 | 3 |
| Anchor/Reporter Open Date: 12/30/22 Hire Date: 1/15/23 | 1-4, 11, 15-38 | 1 |
| MMJ/Reporter Open Date: 12/1/22 Hire Date: 2/6/23 | 1-4, 11, 15-38 | 10 |
| Maintenance Technician Open Date: 2/1/23 Hire Date: 2/10/23 | 1-4, 11, 15-16 | 4 |
| Account Executive Open Date: 9/30/22 Hire Date: 2/20/23 | 1-4, 11, 15-18, 20-22, 24, 26, 29 | 1 |

| | | |
|---|--------------------|----|
| Broadcast Director Open Date: 4/25/23 Hire Date: 5/3/23 | 1-4, 11, 15-18, 21 | 1 |
| Controller Open Date: 11/23/22 Hire Date: 5/24/23 | 1-4, 39 | 39 |
| Broadcast Director Open Date: 5/1/23 Hire Date: 7/31/23 | 1-4, 11, 15-18, 21 | 3 |
| Meteorologist Open Date: 7/10/23 Hire Date: 10/17/23 | 1-4, 15-38 | 4 |
| Sports Photographer Open Date: 10/3/23 Hire Date: 11/6/23 | 1-4, 15-38 | 17 |

SECTION 2

**WDAY-TV
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**EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023**

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/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 | 7 |
| 4 | ADP Recruiter Listing (indeed.com, simplyhired.com, glassdoor.com, Facebook, LinkedIn, JobsHQ.com) Forum Communications Human Resources: recruiting@forumcomm.com PO Box 2020; Fargo, ND 58107 (701) 241-5415 | N | 2 |
| 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 (701) 241-5415 | N | |

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|----|--|---|---|
| 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 | 6 |
| 10 | Magid/Fresh Faces referral 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 | 1 |
| 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 https://app.joinhandshake.com | N | |

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| | 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 | N | |

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| | 3601 Trousdale Parkway, STU 110 Los Angeles, CA 90089 (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 | |
| 39 | Allegro Group http://allegro-group.com 4634 Amber Valley Pkwy S; Fargo, ND 58104 701-353-5858 | N | 5 |
| | | TOTAL INTERVIEWS: | 25 |

SECTION 3

**WDAY-TV
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EEO PUBLIC FILE REPORT December 1, 2022 – November 30, 2023

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.</p> <ul style="list-style-type: none">• Production/Producer Intern: MSUM, January 2023-April 2023• Producer Intern: ASU, May 2023-August 2023• Producer Intern: MSUM, September 2023-December 2023 |
| 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 live broadcasts, 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.</p> |
| 3 | Job Fair Co- Sponsor | <p>The Employment Unit's parent company, Forum Communications Company, and WDAY-TV were featured as sponsors for the following job fairs:</p> <ul style="list-style-type: none">• FM Career Expo – March 23rd, 2023 Sponsors: WDAY-TV• University of Sioux Falls Job Fair – October 30th, 2023• South Dakota State University Job Fair – November 1st, 2023 |

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|---|---|---|
| 4 | Participate in Educational Institutions | <p>Employees participated as guest speakers at various education institutions. Their visits consisted of enlightening students about their jobs 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"> • 2/24/23 – visit with Northern Cass High School by Sports Reporter • 2/28/23 – visit with Northern Cass High School by Sports Reporter • 3/14/23 – visit with Central Valley Elementary School by 2 Meteorologists • 3/29/23 – visit with The Amazing Shake, Wahpeton Middle School by Reporter • 3/31/23 – visit with Ellen Hopkins Elementary School by Meteorologist • 5/2/23 – virtual visit with Juniors Daycare by Meteorologist • 9/8/23 – visit with UND students by News Directors • 10/30/23 – visit with Augustana University by Assistant News Director • 10/31/23 – visit with University of Sioux Falls by Assistant News Director |
| 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:</p> <ul style="list-style-type: none"> • Breckenridge Middle School – 3/23/23 • MSUM College Students – 3/27/23 • Individual Viewer Tour – 4/12/23 • Maple Valley 5th & 6th grades – 5/12/23 • Clara Barton Students – 5/22/23 • FCC Accounting Staff – 6/28/23 • Barnesville Elementary – 7/25/23 • TNT Kids – 8/3/23 • Vocational Training Center – 8/18/23 • Vocational Youth Group – 8/23/23 • Individual Viewer Tour – 8/28/23 • Individual Viewer Tour – 9/19/23 |

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|--|--|--|
| | | <ul style="list-style-type: none"> • UND Weather Club – 10/23/23 • GF Growth & Support Venter – 10/25/23 <p>Employees also participate in community events throughout the year:</p> <ul style="list-style-type: none"> • YWCA Champions of Empowerment Luncheon – 2/9/23: Emceed by WDAY Anchor • Love Your Buns (colon cancer awareness group) Battle of the Buns – 3/11/23: Judged/Emceed by WDAY Anchor • Essentia Health Foundation --Essentially Yours Event – 3/23/23: Emceed by WDAY Anchor • Memorial Day at Fargo National Cemetery – 5/23/23: Featured Speaker WDAY Anchor • Polar Plunge for Special Olympics - The Lights, West Fargo – 3/25/23: Emceed by WDAY Anchor • Midwest Kid Fest – 6/27/23: Hosted Booth by WDAY Departments • Alzheimer's Walk- Grand Forks– 9/16/23: Emceed by WDAY Assistant News Director • Alzheimer's Walk- Fargo/Moorhead – 9/23/23: Emceed by WDAY Anchor |
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