

KBMR, KFYZ, KQDY, KSSS, KXMR, KYYY**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****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
Program Director - KYYY	1-7	5
Account Executive	1-7	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bismarck State College 1500 Edwards Avenue Bismarck, North Dakota 58501 Phone : 701-224-5400 Url : www.bismarckstate.edu Email : bsc.human.resources@bsc.nodak.edu Fax : 1-701-224-5553 Career Services	N	0
2	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
3	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
4	Job Service ND 1604 E Century Ave Bismarck, North Dakota 58503 Phone : 701-328-5039 Url : www.ndjobservice.com Email : tmildenb@nd.gov Fax : 1-701-328-5050 Terry Mildenberg	N	0
5	On-Air Announcement (One or More SEU Stations)	N	2
6	United Tribes Technical College 3315 University Drive Bismarck, North Dakota 58504 Phone : 701-255-3285 Url : www.uttc.edu Email : soconnell@uttc.edu Fax : 1-701-530-0640 Suzan O'Connell	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	University of Mary 7500 University Drive Bismarck, North Dakota 58504 Phone : 701-355-8030 Url : www.umary.edu Email : dflade@umary.edu Fax : 1-701-255-7687 Diane Fladeland	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/9/2016	Participation in other activities designed by the station employment unit	On February 9, 2016, our SEU hosted the KFYZ 2016 Agri-International trade show at the Bismarck Event Center, an annual event that attracts approximately 250 exhibitors. Our SEU planned the event, which included soliciting participating agri-businesses, handling the logistical aspects of the event and promoting it via on-air announcements. Further, SEU representatives occupied a booth and provided those attendees with information about career opportunities in broadcasting and jobs in our community. SEU participants included our General Manager as well as our Production Directors.	3	OM Sales Manager PD
2	2/25/2016	Participation in Job Fairs	On February 25, 2016 our SEU participated in the multi-industry job fair sponsored by Job Service North Dakota at Bismarck State College. SEU representatives manned a booth and spoke with attendees about career opportunities in broadcasting. SEU participants included the Operations Managers and Sales Manager.	4	SM OM PD AE
3	3/24/2016	Participation in Job Fairs	On March 24, 2016 our SEU participated in the annual multi industry job fair hosted by Job Service North Dakota at the Job Service site. SEU representatives manned a booth and spoke with attendees about career opportunities in broadcasting. SEU participants included the Sales and Operations Managers and Account Executives.	2	PD OM SM AE
4	6/15/2016	Participation in events or programs sponsored by educational institutions	On June 15, 2016 our SEU hosted a class from HIT, Inc. a non profit organization serving people with disabilities, for a tour of our stations. Led by our Program Directors and Sales Manager, the students were exposed to and received explanations about each job at our facilities.	3	Operations Manager Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	9/29/2016	Participation in Job Fairs	On September 29, 2016 our SEU participated in the River Cities Job and Internship Fair hosted by Job Service North Dakota and Bismarck State College Career Services. This event was held on campus at the National Energy Center of Excellence. SEU representatives occupied a booth and talked with attendees about career opportunities in radio and job openings within our SEU to retain our young people in North Dakota workforce. SEU participants included our Operations and Sales Managers.	3	OM PD SM
6	11/10/2016	Participation in other activities designed by the station employment unit	On November 10, 2016 Station KYYY, in conjunction with our SEU, hosted the 2016 Holiday Food/Wine Show at the Bismarck Event Center in Bismarck. A booth was set up at this event so that interested attendees could obtain information about career opportunities in radio and job openings within our SEU. SEU participants included our General and Sales Managers.	20	Sales Manager Operations Manager Finance Manager AE