

ND TELEVISION, LLC
KFYR-KMOT-KQCD-KUMV
EEO Public File Report
12/1/05 - 11/30/06

I. Vacancy List

Position	Job Title	Date Filled	Source which Referred Interviewees	Number of Interviews Per Source	Hiree Referral Source	Recruitment Sources (RS) Used to Fill Vacancy - See Section II
1	KMOT Director/Prod Asst	12/19/2005	Hired Within	1	Internal Posting	11
2	KFYR Photographer/Reporter	12/19/2005	TVJobs.Com Univ Mary	2 1	TVJobs.com	1,3,5-16,18,20 21,24-27
3	KUMV News Director	1/19/2006	KUMV-TV TVJobs.Com	1 4	TVJobs.com	3,9-14,27
4	KFYR Anchor/Reporter	1/9/2006	TVJobs.Com	4	TVJobs.com	1,5-16,18,20, 21,24-27
5	KFYR Morning Anchor	1/9/2006	Hired Within	1	Internal Posting	13
6	KUMV Commercial Producer	2/1/2006	Job Service ND Williston Daily Herald	2 1	Williston Daily Herald	9-14,27
7	KMOT Station Manager	4/3/2006	Dickinson Press Job Service KUMV-TV Minot Daily News	1 1 1 1	Minot Daily News	6,9-15,24,27
8	KFYR Political Reporter	3/6/2006	TVJobs.com Word of Mouth	2 1	TVJobs.com	5,9-14,16-22 24-26
9	KFYR Reporter/Producer	3/14/2006	TVJobs.com Word of Mouth	2 1	Word of Mouth	5,9-14,16-22 24-26
10	KFYR Reporter	4/1/2006	TVJobs.com	3	TVJobs.com	5,9-14,16-22 24-26
11	KFYR Account Executive	3/24/2006	Bismarck Tribune Jobsite TV KFYR-TV Word of Mouth	9 1 2	Bismarck Tribune	1,9-10,28
12	KFYR Medical Reporter	4/21/2006	RTNDAContact(Word of mouth) TVJobs.com	2 1	RTNDA Contact	5,9-14,16-22 24-26
13	KFYR News Photographer	4/28/2006	TVJobs.com Bismarck Tribune	2 1	TVJobs.com	1,5,9-14,16 18-22,24-26
14	KFYR Engineer/Maintenance	5/12/2006	Not replacing	0		
15	KUMV Account Executive	5/19/2006	Job Service KUMV	1 1	KUMV	9-14,19,27
16	KFYR General Assignment	2/15/2006	TVJobs.com RTNDA Contact(word of mouth)	2 1	RTNDA Contact	5,9-14,16-22 24-26,29
17	KFYR Master Control	7/10/2006	Hired Within	1	Internal Posting	1,3,5-16,18,20 21,24-27
18	KFYR MasterControl/Prod	7/10/2006	Hired within	1	Internal Posting	1,3,5-16,18,20 21,24-27
19	KUMV Sales Assistant	7/24/2006	Job Service	4	Job Service	9,13,27,29
20	KFYR Wkend Meteorologist	7/26/2006	TVJobs.com	3	TVJobs.com	5,9-14,16-21 24-26
21	KFYR Wkend Sports Anchor	8/1/2006	TVJobs.com	2	TVJobs.com	5,9-14,16-21 24-26
22	KMOT Reporter/Weatherman	8/28/2006	KMOT-TV Minot State College	1 1	KMOT-TV	11,16
23	KMOT Sales Assistant	9/1/2006	Minot Daily News	1	Minot Daily News	11,15
24	KFYR Reporter/City Beat	9/4/2006	TVJobs.com Word of Mouth/Employee	3 2	TVJobs.com	5,9-14,16-21 24-26
25	KUMV News Director	9/8/2006	Job Service Brown Institute	1 1	Brown Institute	5,9,27,29
26	KUMV Sales Assistant	9/15/2006	Job Service	3	Job Service	9,13,27
27	KFYR Account Executive	10/23/2006	Bismarck Tribune	4	Bismarck Tribune	1,9
28	KMOT Account Executive					
29	KMOT News Reporter					

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II. Master Recruitment Source List (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	Number of Interviewees Referred by RS over reporting period
1	Bismarck Tribune Classifieds 707 E Front Avenue Bismarck ND 58504 701-258-6900	N	14
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	30
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	N	1
6	Dickinson Press Attn Dawn 1815 1st Street West Dickinson ND 58601 701-225-8111	N	1
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

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9	Job Service North Dakota Attn Renee 1601 E Century Ave Bismarck ND 58503 701-328-5000	N	12
10	KFYR-TV Dick Heidt 200 North 4th Street Bismarck ND 58501 701-255-5757	N	12
11	KMOT-TV Tom Ross 1800 SW 16th Street Minot ND 58701 701-852-4101	N	2
12	KQCD-TV Risa Gran 373 21st Street East Dickinson ND 58601 701-483-7777	N	0
13	KUMV-TV Debi Burton 602 Main Street Williston ND 58801 701-572-4676	N	3
14	KVLY-TV Charley Johnson 1350 21st Ave South Fargo ND 58103 701-237-5211	N	0
15	Minot Daily News Caren Watts or Denae 301 4th Street SE Minot ND 58701 701-857-1913	N	2
16	Minot State College Career Services 500 University Avenue West Minot ND 58701 701-858-3000	N	1
17	Moorhead State University Career Services 1104 7th Avenue South Moorhead MN 56560 218-236-2011	N	0
18	NAB Career Center 1771 N Street NW Washington DC 20036 202-429-5300	N	0

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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 1301 12 Avenue North Fargo ND 58102 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
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	1
26	University of North Dakota Career Services PO Box 9014 Grand Forks ND 58202-9014 701-777-3904	N	0
27	Williston Daily Herald Classifieds PO Box 1447 Williston ND 58802 701-572-2165	N	1
28	Jobsite.Tv 200 N 4th Street Bismarck ND 58501 701-255-5757	N	1
29	The Shopper 1510 2nd Ave W Williston, ND 58801 701-572-4851 shopperlisaenemont.net	N	
30	MediaLine(Mark Shilstone, Manager) PO Box 51909 Pacific Grove, CA 93950 800-237-8073 medialine@medialine.com	N	

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Total Interviewees over a 12 month period			81

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III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	MANAGEMENT EEO TRAINING	01/13/06 EEO Management Training Meeting
2	INTERNSHIP PROGRAM	KFYR had an intern from 01/09/06-04/07/06 Andrea Rivinius KFYR, KMOT, KUMV, and KQCD provide job shadow opportunities for students from University of Mary, Minot State University, and Job Service, throughout the year.
3	SCHOLARSHIP PROGRAM	KFYR, KMOT, KUMV, and KQCD provide a Best of the Class Scholarship each year in May to a high school student.
4	OTHER ACTIVITIES	KUMV co-sponsored "Nutrition for North Dakota Daycare Children," held in Bismarck in Jan 06 KUMV sponsored Living Ag Classroom in Feb 06 KUMV sponsored Kids Day Out in Apr 06 KUMV sponsored Marketplace for Kids in May 06 KUMV sponsored Parenting Fair in Jun 06 KUMV sponsored Kids Olympics in July 06 NBC North Dakota News sponsored ND Childcare Providers Spring Conference April 1, 2006 KFYR sponsors "Students Do The News". This program is held every Oct and provides an opportunity for children in grades four through nine to write a news, sports, or weather story and present it on camera with one of our news personalities.
5	NEW PROJECT	Established a website for job searching(JobsiteTV.com)
6	CAREER FAIR	Participated in a Career Fair on 04/06/06 sponsored by Bis/Man Chamber of Commerce.