

**Hoak Media of Dakota**  
**KFYR-KMOT-KQCD-KUMV**  
**EEO Public File Report**  
**12/1/08 - 11/30/09**

**I. Vacancy List**

<b>Position</b>	<b>Job Title</b>	<b>Date Filled</b>	<b>Source which Referred Interviewees</b>	<b>Number of Interviews Per Source</b>	<b>Hiree Referral Source</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy - See Section II</b>
1	KFYR Engineering		Hired within- Reorganized			
2	KMOT Account Executive	3/2/2009	Minot Daily News KMOT	3 1	Minot Daily News	10,11,15
3	KFYR Production		Reorganized-not hirng			
4	KFYR Receptionist		Reorganized-not hiring			
5	KQCD Office Manager		Reorganized-not hiring			
6	KMOT Reporter		Hired within-Reorganized			
8	KFYR Master Control	2/25/2009	Internet Job Site TV Jobs. Com	3	Internet Job Site	3,5,9-14,16,18-21 24-26,30-36
9	KFYR Production		Hired within			
10	KFYR Reporter/Country Morning	4/9/2009	TVJobs.com	3	TVJobs.com	3,9,10,14,16
11	KMOT Reporter	3/24/2009	TVJobs.com	4	TVJobs.com	3,9,10,14,16
12	KMOT Reporter	9/11/2009	TVJobs.com	3	TVJobs.com	3,9,10,14,16
13	KFYR Reporter/Country Morning	8/10/2009	TVJobs.com Job Service of ND	3 1	Job Service of ND	3,9,10,14,16
14	KUMV Reporter	6/1/2009	TVJobs.com Job Service of ND	3 1	Job Service of ND	3,9,10,14,16
15	KMOT Account Executive	5/19/2009	Rehire			10,11,15
16	KFYR Meterologist	9/9/2009	TVJobs.com	4	TVJobs.com	3,9,10,14,16
17	KQCD Reporter	11/9/2009	TVJobs.com Word of Mouth KFYR-TV	3 1 1	TVJobs.com	3,9,10,14,16
18	KFYR Promotions Director					
19	KFYR Web Producer/Reporter					
20	KMOT Reporter	11/16/2009	TVJobs.com MSU Broadcasting Department	2 1	TVJobs.com	3,9,10,14,16

Not hired yet  
Not hired yet

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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	0
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	25
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
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	5
10	KFYR-TV Dick Heidt 200 North 4th Street Bismarck ND 58501 701-255-5757	N	2
11	KMOT-TV Tom Ross 1800 SW 16th Street Minot ND 58701 701-852-4101	N	1
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	0
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	3
16	Minot State University 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 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
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 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	0
28	Jobsite.Tv 200 N 4th Street Bismarck ND 58501 701-255-5757	N	0
29	The Shopper 1510 2nd Ave W Williston, ND 58801 701-572-4851 shopperlisaenemont.net	N	0
30	MediaLine(Mark Shilstone, Manager) PO Box 51909 Pacific Grove, CA 93950 800-237-8073 medialine@medialine.com	N	0
31	KAUZ	N	0

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	PO Box 2130 Wichita Falls TX 76307 Kyle Williams, General Manager		
32	KSFY 300 N Dakota Ave Ste 100 Sioux Falls SD 57104 Kelly Manning, General Manager	N	0
33	KHAS 6475 Osborne Drive W Hastings NE 68901 Ulysses Carlini, General Manager	N	0
34	KNOP 8020 North Highway 83 North Platte NE 69101 Lewys Carlini, General Manager	N	0
35	KREX 345 Hillcrest Manor Grand Junction CO 81501 Ron Tilery, General Manager	N	0
36	Wahpeton School of Science  Wahpeton ND	N	0
37	Williston High School Shelly Schultz Williston ND 58801	N	0
38	Williston State College Secretary Williston ND 58801	N	0
Total Interviewees over a 12 month period			37

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## III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	INTERNSHIP PROGRAM	KFYR, KMOT, KUMV, and KQCD provide job shadow opportunities for students from University of Mary, Minot State University, and Job Service, throughout the year.
2	SCHOLARSHIP PROGRAM	KFYR, KMOT, KUMV, and KQCD provide a Best of the Class Scholarship each year in May to a high school student.
3	OTHER ACTIVITIES	KMOT sponsored KMOT Ag Expo Jan 09 KUMV sponsored Living Ag Classroom in Feb 09 KUMV sponsored Kids Day Out in Apr 09 KUMV sponsored Marketplace for Kids in May 09 KUMV sponsored Parenting Fair in Jun 09 KUMV sponsored Kids Olympics in July 09 KFYR sponsors "Students Do The News". This program was held every Oct and (will be moving to Jan) 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.
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