

Hoak Media of Dakota

KFYR-KMOT-KQCD-KUMV

EEO Public File Report

12/1/10 - 11/30/11

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 News Reporter	12/21/2010	TVJos.com KFYR-TV Minot State Univ	2 1 1	TVJobs.com	1,9,14,16,19,25 30,31,33-34
2	KFYR Reporter-Camera	2/7/2011	TVJos.com	3	TVJobs.com	1,9,14,16,19,25 30,31,33-34
3	KFYR Commerical Prod Photog	2/7/2011	Hired within KFYR			
4	KQCD Account Executive	2/28/2011	Dickinson Press	3	Dickinson Press	6,12
5	KMOT Account Executive	4/21/2011	Minot Daily News KMOT-TV(Word of Mouth)	2 1	Minot Daily News	9-13, 15-17 21, 25-26
6	KUMV Production-Producer	5/31/2011	ND Job Service KUMV-TV	2 1	KUMV-TV	1-12, 14-38
7	KMOT Project Coordinator		Reorganizing-not hiring			
8	KFYR Engineer		Not hiring at this time			
9	KFYR Master Control Operator	5/16/2011	TVJobs.com KFYR-TV	1 1	KFYR-TV	3,5,9-14,16-21 24-26
10	KUMV Traffic/Sales Assistant		Not hiring-transfer position to KFYR-TV			
11	KMOT Reporter	5/23/2011	TVJobs.com KFYR-TV	5 1	TVJobs.com	3,10,16
12	KFYR Traffic/Sales Assistant	7/18/2011	The Finder	1	The Finder	1, 10-13
13	KFYR News Camera	5/3/2011	Hired within			
14	KFYR News Anchor/Reporter	9/19/2011	TVJobs.com KFYR-TV	2 4	KFYR-TV	3,5,9-14,16-21 24-26, 31-34
15	KFYR Production Dept	7/25/2011	JobService ND TVJobs.com	3 1	Job Service ND	3,5,9-14, 16-21 24-26, 32-35
16	KUMV Account Executive	7/25/2011	Job Service ND	1	Job Service ND	3,5, 9-14, 16-21 24-26, 32-35, 39
17	KMOT Reporter	6/27/2011	KFYR-TV TVJobs.com	2 4	TVJobs.com	3,10,16
18	KFYR Weekend Meteorologist	8/1/2011	TVJobs.com	3	TVJobs.com	3,5,9-14,16-21 24-26, 32-35
19	KFYR Editor	10/3/2011	Bismarck Tribune	4	Bismarck Tibune	1,3,10
20	KFYR News Camera	9/26/2011	Hired Within			
21	KFYR Master Control	8/19/2011	Job Service ND KFYR-TV	2 1	KFYR-TV	3,5,9-14,16-21 24-26, 32-35
22	KFYR Multimedia Journalist	10/3/2011	TVJobs.com KFYR-TV	3 2	TVJobs.com	3,5,9-14,16-21 24-26, 31-34
22	KFYR Sales Assistant/Web		Using a temp service at this time			
23	KUMV Sales Manager	11/7/2011	Hired Within			
24	KUMV Account Executive					
25	KMOT Sales Manager					
26	KFYR Master Control					
27	KFYR Master Control					

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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/The Finder Classifieds 707 E Front Avenue Bismarck ND 58504 701-258-6900	N	5
2	Broadcasting & Cable Yuki Sumi 360 Park Avenue South, 14th Floor New York NY 10010 646-746-6949	N	0
3 x	Broadcast Employment Services TVJobs.com Mark Halloway PO Box 4116 Oceanside CA 92052 800-374-0119	N	24
4	Broadcast Engineering Jennifer Schaefer 9800 Metcalf Avenue Overland Park KS 66212 800-896-9939	N	0
5 x	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	3
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
9 x	Job Service North Dakota Attn Renee 1601 E Century Ave Bismarck ND 58503 701-328-5000	N	8

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10 x	KFYR-TV Dick Heidt 200 North 4th Street Bismarck ND 58501 701-255-5757	N	12
11 x	KMOT-TV Tom Ross 1800 SW 16th Street Minot ND 58701 701-852-4101	N	1
12 x	KQCD-TV Alan Reed 373 21st Street East Dickinson ND 58601 701-483-7777	N	0
13 x	KUMV-TV Debi Burton 602 Main Street Williston ND 58801 701-572-4676	N	1
14 x	KVLY-TV James Wareham 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 classads@minotdailynews.com 701-857-1913	N	2
16 x	Minot State University Neil Roberts 500 University Avenue West Minot ND 58701 701-858-4318	N	1
17 x	Minnesota State Univesity-Moorhead Career Services 1104 7th Avenue South Moorhead MN 56560 218-477-2131	N	0
18 x	NAB Career Center 1771 N Street NW Washington DC 20036 202-429-5300	N	0
19 x	North Dakota Broadcasters Association Beth Helfrich PO Box 3178 Bismarck ND 58502 701-258-1332	N	0
20 x	North Dakota Indian Affairs Commission 500 North 9th Street Bismarck ND 58501 701-328-2428	N	0

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21 x	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 x	United Tribes Technical College Administration Office 3315 University Drive Bismarck ND 58504 701-255-3285	N	0
25 x	University of Mary Career Services 7500 University Drive Bismarck ND 58504 701-255-7500	N	0
26 x	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 classified@willistonherald.com 701-572-2165	N	0
28	The Shopper 1510 2nd Ave W Williston, ND 58801 701-572-4851 shopperlisaenemont.net	N	0
29	MediaLine(Mark Shilstone, Manager) PO Box 51909 Pacific Grove, CA 93950 800-237-8073 medialine@medialine.com	N	0
30	KAUZ PO Box 2130 Wichita Falls TX 76307 Kyle Williams, General Manager	N	0
31 x	KSFY 300 N Dakota Ave Ste 100 Sioux Falls SD 57104 James Berman, General Manager	N	0

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32 x	KHAS 6475 Osborne Drive W Hastings NE 68901 Ulysses Carlini, General Manager	N	0
33 x	KNOP 8020 North Highway 83 North Platte NE 69101 Lewys Carlini, General Manager	N	0
34 x	KREX 345 Hillcrest Manor Grand Junction CO 81501 Ron Tilery, General Manager	N	0
35	Wahpeton School of Science 800 6th Street N Wahpeton ND	N	0
36	Williston High School Shelly Schultz 502 W Highland Dr Williston ND 58801	N	0
37	Williston State College 1410 University Drive Williston ND 58801	N	0
38	Williston Wire Shawn Wenko www.willistonwire.com	N	0
Total Interviewees over a 12 month period			57

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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	OTHER ACTIVITIES	KMOT sponsored KMOT Ag Expo Jan 11 KFYR sponsors "Students Do The News". This program is held every Jan 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. Allison Ritter did a tour of KFYR on May 5th, 2011 for some 3rd & 4th grade students from Herried SD Darcy Klasna did a tour of KUMV on May 25th, 2011 for some 4th grade students from Fairview MT Lee Ellison did a tour of KFYR on May 16, 2011 for some 3rd & 4th grade students from Wilton School Lee Ellison did a tour of KFYR on June 22, 2011 for a Cub Scout Troop in Bismarck
3	CAREER FAIR	Jody Kerzman and Rob Martin attended Career Day 2011 on Wednesday 02/16/11. Career on Wheels-Jeannette Myhre Elementary 10/26/11-Retha Colclasure Rich Wisniewski-Minot City Campus 10/25/11
4	TRAINING	Held a training session on 09/12/11 in Bismarck with all Managers from KFYR-TV, KUMV-TV, KMOT-TV to discuss policy and procedures of the EEO.