

**KFYR, KMOT, KQCD, KUMV, KXND-LD, KNDX-LD**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 – November 30, 2021**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
KFYR – News- Producer/Reporter	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15,19	19
KFYR – Reporter/Anchor	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	6
KFYR – Sports Anchor/Reporter/MMJ	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15,18	18
KFYR – Sports Reporter/MMJ	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	15
KFYR – Meteorologist S	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	4
KFYR – Meteorologist W/E	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	15
KFYR – Producer Creative Services	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	15
KFYR – Multimedia Journalist	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	4
KFYR – Multimedia Journalist	1,2,3,4,5,6,7,8,9,10 11,12,13,14,15	4
KFYR – Account Executive	4, 14, 15, 17	17

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Bismarck Tribune/The Finder Classifieds 707 E Front Avenue Bismarck ND 58504 701-258-6900	N	0
2	Broadcast Employment Services TVJobs.com Mark Halloway PO Box 4116 Oceanside CA 92052 800-374-0119	N	0
3	Job Service North Dakota Attn JG 1601 E Century Ave Bismarck ND 58503 701-328-5000	N	0
4	KFYR-TV Barry Schumaier 200 North 4th Street Bismarck ND 58501 701-255-5757	N	3
5	KMOT-TV Todd Telin 1800 SW 16th Street Minot ND 58701 701-852-4101	N	0
6	KUMV-TV Todd Telin 602 Main Street Williston ND 58801 701-572-4676	N	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Minot State University Neil Roberts 500 University Avenue West Minot ND 58701 701-858-4318	N	0
8	NAB Career Center 1771 N Street NW Washington DC 20036 202-429-5300	N	0
9	North Dakota Broadcasters Association Beth Helfrich PO Box 3178 Bismarck ND 58502 701-258-1332	N	0
10	United Tribes Technical College Attn: Camilla Martell 3315 University Drive Bismarck ND 58504 cmartell@uttc.edu 701-255-3285	N	0
11	University of Mary Career Services 7500 University Drive Bismarck ND 58504 701-255-7500	N	0
12	University of North Dakota UND Career Services 2891 2nd Ave N PO Box 9014 Grand Forks ND 58201 und.careerconnect@und.edu 701-777-3904	N	0
13	Williston Daily Herald Classifieds PO Box 1447 Williston ND 58802 classified@willistonherald.com 701-572-2165	N	0
14	Indeed.com	N	13
15	UKG	N	11
16	Internal Promotion/Hire	N	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	Word of Mouth	N	1
18	Sports Casters Talent Agency of America	N	1
19	YouTube	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			32

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in events sponsored by educational institutions	<p>KUMV/News anchor and reporter attended the Williston High School job fair on Nov 19, 2021.</p> <p>KUMV/News anchor and reporter attended the Rolla High School job fair on Nov 19, 2021.</p> <p>On November 22, 2021, the KFYR GM and News Director provided a tour for University of Mary students.</p> <p>KFYR staff provides monthly contributions to the BSC Mystic and Gateway to Science Weather Desk.</p>
<b>2</b>	EEO Management Training	<p>In May 2021 – July 2021, our GM and GSM participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gender language, race, class and ability, how to apologize effectively.</p>