

**KACL(FM), KBYZ(FM), KKCT(FM), KLXX(AM), KUSB(FM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2010 – November 30, 2011**

**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>
Account Executive	1-18	17
Program Director	1-19	19

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Bismarck State College</b> 1500 Edwards Avenue Bismarck, ND 58506	No	
2	<b>United Tribes Technical College</b> 3315 University Drive Bismarck, ND 58504	No	
3	<b>Labor Ready</b> 2015 E Main Avenue Bismarck, ND 58501	No	
4	<b>University of Mary</b> 7500 University Drive Bismarck, ND 58504	No	
5	<b>Vocational Rehabilitation</b> 1237 W Divide Avenue Bismarck, ND 58501	No	
6	<b>Dakota Center for Independent Living</b> Job Placement 3111 E Broadway Avenue Bismarck, ND 58501	No	
7	<b>West Central Human Service Center</b> Job Placement 1237 W Divide Avenue, Suite 5 Bismarck, ND 58501	No	
8	<b>Job Service</b> Marilyn 119 9 <sup>th</sup> Street W Harvey, ND 58341	No	
9	<b>Job Service ND</b> 3416 N Broadway Avenue Minot, ND 58703	No	
10	<b>North Dakota Job Service</b> Mary Urlacher 66 Osborn Drive Dickinson, ND 58601	No	

<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>
11	<b>Brown College</b> 1440 Northland Drive Mendota, MN 55120	No	
12	<b>Cumulusjobs.com</b>	No	1
13	<b>Bismanonline.com</b>	No	2
14	<b>Job Service ND website (Jobsnd.com)</b>	No	27
15	<b>Cumulus/CMP Business Managers</b> CMIbusinessmanagers@cumulus.com CMPbusinessmanagers@cumulus.com	No	
16	<b>On-Air Announcements KACL, KBYZ, KKCT, KLXX, KUSB</b>	No	4
17	<b>Word-of Mouth Referral</b>	No	1
18	<b>Ohio Center for Broadcasting</b> Placement.columbus@beonair.com gary@beonair.com	Yes	
19	<b>All Access</b> www.allaccess.com	No	10
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			45

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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 Job Fair	On September 8, 2011, our SEU participated in a job fair sponsored by Bismarck State College on its campus. SEU representatives manned a booth and talked with attendees about career opportunities in radio as well as job openings within the SEU. SEU participants included our Operations and Sales Managers as well as a number of Account Executives and the Program Director(s) for KKCT & KUSB. This event was promoted on KKCT-FM, KUSB-FM
<b>2</b>	Management-level training regarding methods of ensuring equal employment opportunity and preventing discrimination	On January 20, 2011, our SEU's Business and Market Managers participated in a telephonic training session about how to comply with the FCC's EEO rules presented by outside communications counsel. Participants received written materials to assist them with EEO compliance and were afforded the opportunity to seek input from outside counsel on ways to improve the SEU's FCC EEO compliance.