

WDAZ-TV
EEO PUBLIC FILE REPORT
December 1, 2007 – November 30, 2008¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
WDAZ-TV Associate Producer	1-11, 14-16, 18, 19,21, 22, 26	2
WDAZ-TV Anchor/Reporter	1-8, 10-12,14-19, 21, 22, 26	17
WDAZ-TV Account Executive	1-11, 14-16, 18, 19, 21, 22, 26	4
WDAZ-TV Account Executive	1-12, 14-16, 18, 21, 22, 26	4
WDAZ-TV News Anchor/Producer/Reporter	1-12, 14-17, 18-22,26	17
WDAZ-TV Weekend Sports Anchor	1-8, 10-12, 14-19, 21, 22, 26	17
WDAZ-TV News Reporter	1-12, 14-16, 18, 19, 21, 22, 26	11
WDAZ-TV News Producer	1-12, 14-18, 21, 22, 26	17
WDAZ-TV Creative Services Writer/Sales Assistant	1-11, 14-16, 18, 19, 21, 22	15
WDAZ-TV Weekend Director/Assist. Producer	1-11, 14-16, 19, 21, 22	3
WDAZ-TV News Reporter (Devils Lake)	1-12, 14-19, 21, 22, 26	17

¹ This report provides recruitment data collected from November 21, 2003 through November 20, 2004. This report was completed in November 2005.

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	Internal Posting – WDAY(AM), WDAY-TV Susan Eider (701) 237-6500 PO Box 2566 Fargo, ND 58108	N	1
2	Internal Posting – WDAZ-TV Grand Forks Office Manager (701) 775-7511 PO Box 12639 Grand Forks, ND 58201	N	9
3	Internal Posting – WDAZ-TV Devils Lake Office Manager (701) 662-8188 PO Box 775 Devils Lake, ND 58107	N	2
4	Forum Communications Company Website www.forumcomm.com (jobshq.com) Kate Freimanis (701) 241-5550 PO Box 2020 Fargo, ND 58107	N	7
5	Internal Corporate e-mail listing Kate Freimanis (701) 241-5550 PO Box 2020 Fargo, ND 58107	N	1
6	Sitting Bull College Dir., Placement Services (701) 854-3861 1341 92 nd Street Fort Yates, ND 58538	N	0
7	United Tribal Technical College Melvin White Eagle (701) 255-3285 3315 University Drive Bismarck, ND 58504	N	0
8	American Women in Radio & Television www.awrt.org Job Bank listing by membership 8405 Greensboro Dr., Suite 800 McLean, VA 22102	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
9	National Television Academy www.emmyonline.org Job Bank, listing by membership (212) 586-8241 111 West 57 th St., Suite 600 New York, NY 10019	N	0
10	<i>The Forum</i> (daily newspaper) Manager, Classified Ads (701) 241-5550 PO Box 2020 Fargo, ND 58107	N	0
11	Broadcast Employment Services TV Jobs.com www.tvjobs.com Customer Support/Web-site Listing (760) 754-8117 (800) 374-0119 PO Box 4116 Oceanside, CA 92052	N	4
12	Medialine www.medialine.com Customer Support, listings 800-237-8073 PO Box 51909 Pacific Grove, CA 93950	N	0
13	Broadcast Engineering/Primedia Business Jennifer Shafer 800-896-9939 9800 Metcalf Avenue Overland Park, KS 66212	N	0
14	MN State University at Moorhead Chairman, Mass Communications Dept. (218) 477-2983 1104 7 th Avenue South Moorhead, MN 56560	N	1
15	<i>The Grand Forks Herald</i> (daily newspaper) Manager, Classified Ads (701) 780-1100 375 Second Ave. North Grand Forks, ND 58201	N	14
16	University of North Dakota Chairman, Journalism Dept. (701) 777-2011 Grand Forks, ND 58201	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
17	Word of mouth referral	N	7
18	NAB Job Bank Careerpage.org 1771 N Street, NW Washington, DC (202) 429-5424	N	0
19	Minot State University https://www.minotstateu.edu/careers	Y	0
20	ND St. College of Science/Career Services 800 8 th Street North Wahpeton, ND 58076 1-800-342-4325	N	0
21	Brown College Amber Luckie (651) 905-3400 1440 Northland Drive Mendota Heights, MN 55120	Y	0
22	Internal Posting-KBMY-TV-GM PO Box 7277/Bismarck, ND 58501 (701) 223-1700	N	0
23	Bismarck Tribune Kathy.White@Bismarcktribune.com Bismarck, North Dakota 59501	N	0
24	Radio Ad/on-air Program Director WDAY AM 970 (701) 237-6500	N	0
25	Job Fair Spring/Fall Forum Communications Company Sue Wiger (701) 241-5419	N	0
26	MBMA College Career Fair/College Visit	N	0

TOTAL INTERVIEWEES:

46

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<p>Sponsor Job Fair</p> <p>2 sponsored, 1 additional participation</p>	<p>WDAZ helped sponsor and was represented at Forum Communications Company’s annual job fairs, licensee of WDAZ. The first job fair took place March 12, 2008, at the Ramada Inn Fargo, ND from 10a-4pm. The Company’s HR department hosted a resume review table from 9am-3pm during the Job Fair. Over 60 companies had representatives and booths and 600 job seekers. The second job fair took place September 30th at the Ramada Inn Fargo, ND from 10a-4pm. The Company’s HR department hosted a resume review table from 9am-3pm during the Job Fair. Attendance was 450 job seekers. WDAZ was represented at both job fairs by the corporate HR department personnel and the Broadcast Operations Manager.</p> <p>In addition to the two Corporate sponsored Job Fairs, WDAZ-TV was represented at the North Dakota Job Service Job Fair in Grand Forks, ND, on April 29, 2008, from 2pm-7pm. WDAZ was represented at this job fair by corporate HR department personnel, WDAZ’s General Manager, Sales Manager and News Director.</p>
2	<p>Internship Program</p>	<p>WDAZ-TV is dedicated to helping prepare students for careers in electronic media through cooperative education programs with colleges and universities. Toward this end, Forum Communications Company has offered an on-going internship program in various broadcast departments. These departments include: news, sports, production and sales. The internships involve learning, observing and working within the assigned department for college/university credit. The internship total hours vary with the number of credits the learning institution offers for an internship. Three internships were offered in the news department: one was from January 7-January 11 for 40 hours, from South Dakota State University; the second intern was from June 10-August 15 for 300 hours, from the University of Minnesota; the third intern was from May 26-July 16 for 280 hour, from the University of North Dakota. In addition to the internships offered, WDAZ offered 4 job shadows from area high schools, 10am-12n, three in news and production, one in news.</p>

Exhibit #3 (not needed for web-site or public file just renewal to FCC)

Narrative Statement:

WDAZ-TV, licensee of Forum Communications Company, has made every effort for outreach during this year. For each full-time position the station has:

- A) Posted at all broadcast properties
- B) Posted on corporate website
- C) Listed on a job link associated with the website
- D) E-mailed to current employees
- E) Posted on American Women in Radio and Television website
- F) Sent to the two Native American Colleges in the state – United Tribes Technical College and Sitting Bull College

WDAZ-TV normally places an ad in the regional daily newspapers, The Forum, The Grand Forks Herald and the Duluth News Tribune. Also, each opening is sent to area universities and colleges, the National Association of Broadcasters website and Medialine.

If the opening necessitates a broader search, WDAZ-TV will advertise in trade magazines and specific websites.

WDAZ-TV feels its outreach effort has been and continues to be effective as we review the interviewed candidates and persons hired for full-time job opportunities.