

**WDAZ-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2005 – November 30, 2006<sup>1</sup>**

**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 Account Executive	1-9, 15,17	15
WDAZ-TV Reporter	1-9, 11, 12, 17	17
WDAZ-TV Receptionist	1-9, 15	15
WDAZ-TV Creative Services Writer	1-10	4
WDAZ-TV Reporter/Devils Lake	1-10	4
WDAZ-TV Anchor/Producer	1-10, 11, 18, 19, 22	2
WDAZ-TV Weekend Sports Anchor	1-10, 11, 18, 19, 22	2
WDAZ-TV Account Executive	1-10, 17, 19, 22	17
WDAZ-TV Photographer	1-10, 18, 19, 22	1
WDAZ-TV Associate Producer	1-11, 18, 19, 22	2
WDAZ-TV Weekend Anchor	1-11, 18, 19, 22	2
WDAZ-TV Weekend Production Director	1-10, 11, 18, 19, 22	2
WDAZ-TV Account Executive	1-10, 22	2
WDAZ-TV Reporter	1-11, 18, 19, 22	4

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<sup>1</sup> 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	2
2	Internal Posting – WDAZ-TV Grand Forks Office Manager (701) 775-7511 PO Box 12639 Grand Forks, ND 58201	N	1
3	Internal Posting – WDAZ-TV Devils Lake Office Manager (701) 662-8188 PO Box 775 Devils Lake, ND 58107	N	0
4	Forum Communications Company Website <a href="http://www.forumcomm.com">www.forumcomm.com</a> (jobshq.com) Kate Freimanis (701) 241-5550 PO Box 2020 Fargo, ND 58107	N	23
5	Internal Corporate e-mail listing Kate Freimanis (701) 241-5550 PO Box 2020 Fargo, ND 58107	N	0
6	Sitting Bull College Dir., Placement Services (701) 854-3861 1341 92 <sup>nd</sup> 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 <a href="http://www.awrt.org">www.awrt.org</a> 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 <sup>th</sup> 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	1
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	3
12	Medialine www.medialine.com Customer Support, listings 800-237-8073 PO Box 51909 Pacific Grove, CA 93950	N	4
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 <sup>th</sup> Avenue South Moorhead, MN 56560	N	0
15	<i>The Grand Forks Herald</i> (daily newspaper) Manager, Classified Ads (701) 780-1100 375 Second Ave. North Grand Forks, ND 58201	N	10
16	University of North Dakota Chairman, Journalism Dept. (701) 777-2011 Grand Forks, ND 58201	N	0

<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 referral	N	7
18	NAB Job Bank Careerpage.org 1771 N Street, NW Washington, DC (202) 429-5424	N	0
19	North Dakota Broadcasters Association Beth Helfrich, Exec. Dir. PO Box 3178 Bismarck, ND 58502 (701) 258-1332	N	0
20	ND St. College of Science/Career Services 800 8 <sup>th</sup> Street North Wahpeton, ND 58076 1-800-342-4325	N	0
21	UND School of Communications O'Kelly Hall 202 PO Box 7169 Grand Forks, ND 58202 (701) 777-2159 scomm@und.nodak.edu	N	0
22	Brown College Amber Luckie (651) 905-3400 1440 Northland Drive Mendota Heights, MN 55120	Y	0

**TOTAL INTERVIEWEES:**

**51**

### III. RECRUITMENT INITIATIVES

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	<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 21, 2006, at the Holiday Inn in Fargo. Approximately 850 people attended. The second job fair took place September 19<sup>th</sup> at the FargoDome. Attendance was 775.</p> <p>WDAZ also participated in the University of North Dakota Fall career Fair for UND students and alumni, Northwest Tech in East Grand Forks, MN, UND Lake Region and University of Minnesota, Crookston. This fair took place October 18, 2006, 9a-3p. This fair took place on the UND campus. A total of 1,145 students attended.</p>
<b>2</b>	<p>Internship Program</p>	<p>WDAZ 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 departments at the stations, including news, sports, production and sales. The internships involve learning, observing and working within the assigned department for a full college/university semester. WDAZ-TV works with the University of North Dakota, Grand Forks, ND.</p> <p>Internships included job shadows during the year involving four area high school students who shadowed in our news department. These involved one-two days each. Three Internships were offered during the year, all three in the news department were UND students.</p>