KCAD, KLTC, KZRX
EEO PUBLIC FILE REPORT
December 3, 2016 - November 30, 2017

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/14/2017	Participation in other activities designed by the station employment unit	KFYR Agri International is an annual event that includes 250 booths for Ag businesses in the state. KCAD has a booth that promotes job availability and information regarding the broadcast industry.	4	OM SM AE AE
2	2/14/2017	Co Sponsoring Job Fair	co sponsored job fair with Nuverra Environmental Company for annual multi industry job fair for participation of the public.	3	SM OM
3	3/14/2017	Co Sponsoring Job Fair	Co sponsored job fair with Job Service North Dakota for multi industry job fair for participation of students and the public.	3	SM OM AE
4	10/15/2017	Participation in other activities designed by the station employment unit	Annual Farmers Ranchers Appreciation event. Booth provided for attendees for information regarding open positions within our company.	4	MM SM