

**KCAD, KLTC, KZRZ**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

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

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

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/6/2018	Sponsorship of events in the community designed to increase public awareness	KFYR Agri International is an annual event that includes 300 booths for Ag businesses in the state KCAD has a booth that promotes job availability and information regarding the broadcast industry.	4	Market President Sales Manager Operations Manager
2	3/13/2018	Co Sponsoring Job Fair	Co Sponsorship Job Fair with Job Service North Dakota for annual multi industry job fair for participation of the public.	2	Market President Sales manager
3	10/19/2018	Co Sponsoring Job Fair	Annual Farmers Ranchers Appreciation event. Booth provided for attendees for information regarding open positions within our company focusing on women and minorities.	2	Market President Sales Manager