

KBMR, KFYZ, KQDY, KSSS, KXMR, KYYY
EEO PUBLIC FILE REPORT
December 1, 2023 - November 30, 2024

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
Marketing Consultant	1-6, 8-9, 11-15	9
Regional Morning Show / Program Director	1-9, 11-15	7
On-Air talent	2, 4-5, 8-13, 15	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bismarck State College 1500 Edwards Avenue Bismarck, North Dakota 58501 Phone : 701-224-5400 Url : www.bismarckstate.edu Career Services Manual Posting	N	0
2	Dickinson State University 291 Campus Drive Dickinson, North Dakota 58601 Email : dsu.communications@dickinsonstate.edu Career Services	N	0
3	Employee Referral	N	4
4	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	2
6	Indeed.com - Not directly contacted by SEU	N	4
7	Internal Transfer/Promotion	N	1
8	Job Service ND 1601 E Century Ave Bismarck, North Dakota 58503 Phone : 701-328-5039 Url : www.ndjobservice.com Email : tmildenb@nd.gov Fax : 1-701-328-2728 Terry Mildenberg	N	0

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9	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	5
10	Non-Employee Referral	N	1
11	United Tribes Technical College 3315 University Drive Bismarck, North Dakota 58504 Phone : 701-255-3285 Url : www.uttc.edu Email : soconnell@uttc.edu Fax : 1-701-530-0640 Suzan O'Connell	N	0
12	United Tribes Technical College 3315 University Drive Bismarck, North Dakota 58504 Fax : 1-701-530-0636 Career Services	N	0
13	University of Mary 7500 University Drive Bismarck, North Dakota 58504 Phone : 701-355-8030 Url : www.umary.edu Email : dflade@umary.edu Fax : 1-701-255-7687 Diane Fladeland	N	0
14	Unknown (source not adequately identified upon inquiry by SEU)	N	3
15	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/22/2024	Participation in Job Fairs	On October 22nd, 2024, our SEU's, Vice President of Sales, participated in the Bismarck State College Fall Career Fair in Bismarck, ND. Station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia	3	VP of Sales Outside Account Executive Outside Account Executive