

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	The Forum Newspaper	Classifieds	16	N
	101 5th Street North	Phone: 701-241-5500		
	Fargo, ND 58102	Fax: 701-241-5478		
2	ND Job Service	Job Postings	2	N
	1350 32nd St SW	Phone: 701-239-7324		
	Fargo, ND 58103	Fax: 701-239-7350		
3	PPB Web	Marie		N
	207 North 5th Street	Phone: 701-241-6900		
	Fargo, ND 58102	Fax: 701-239-7650		
4	Internal Posting	HR	2	N
5	Did not indicate		3	N

Outreach Activities Undertaken

December 1, 2003 - November 30, 2004

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Establishment of Internship Program.	Expose college students to broadcasting environment.	Each intern received experience and education in their assigned departments.	Portia - Assistant to President
2	Ongoing	Participation in other activities designed to further goal of disseminating employment opportunity information.	Student workers were hired and given the opportunity to acquire skills needed for employment in broadcasting.	Participate in production activities during our pledge/memberships drives.	Randy - Production Manager Pauline - HR Coordinator
3	Ongoing	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Conduct building tours that expose elementary school, middle school, and high school students to employment in broadcasting.	5 tours	Adrienne - Communications Coordinator Marie - Promotions Manager
4	Ongoing	Participation in other activities designed to further goal of disseminating employment opportunity information.	Attend "Business after Hours" at the Fargo-Moorhead Chamber of Commerce.	Networking	Burley - Corporate Support Manager Russell - Corporate Support Rep Portia - Assistant to President
5	November-03	Provide training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.	Keep staff member(s) updated on new developments in the workplace.	Staff member attended seminar on "HR Issues for Managers".	Don - VP of Finance & Gaming
6	Ongoing	~~~~~ Participation in at least 4 events sponsored by organizations representing groups in community interested in broadcast employment issues.	Parent's Fair	Booth at public event	Adrienne - Communications Coordinator Marie - Promotions Manager Siobhan - Ready to Learn Coordinator John Harris III - President
7	Ongoing	~~~~~ Participation in at least 4 events sponsored by organizations representing groups in community interested in broadcast employment issues.	Life's Options	Booth at public event	Adrienne - Communications Coordinator Marie - Promotions Manager Burley & Russell - Corp Support Reps
8	April-04	~~~~~ Participation in at least 4 events sponsored by organizations representing groups in community interested in broadcast employment issues.	Hosted "Share A Story" events	Hosted RTL (Ready to Learn) events Worked with kids and read stories.	Siobhan, Adrienne, Marie, Bev, Chanda, Melissa, John G, John H, Paulette, Eric, Hope, Steve
9	July-04	~~~~~ Participation in at least 4 events sponsored by organizations representing groups in community interested in broadcast employment issues.	Stand for Children Day -Bismarck		Bev - PSTV Manager Siobhan - Ready to Learn Coordinator Chanda - Education Serv Coordinator
10	August-04	~~~~~ Participation in at least 4 events sponsored by organizations representing groups in community interested in broadcast employment issues.	Friendship Day - Winnipeg Canada		John H, Burley, Marie Siobhan, Travis, Paulette