

EEO PUBLIC FILE REPORT
 Connoisseur Media; Bismarck, ND
 KKBO-FM
 December 1, 2008 – November 30, 2009

Full Time & Part Time Positions Filled

Job Opening	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	FT Operations Manager	12/01/2008	Connoisseur Media Employee Referral	5	1
2	FT Account Executive	2/2/2009	Other Referral	4	1
3	FT Business Manager	2/16/2009	Other Referral	2	1
4	FT Sales Manager	2/23/09	Walk In	2	1
5	FT Account Executive	4/1/2009	Walk In	4	1
6	FT Account Executive	5/15/2009	Connoisseur Media Employee Referral	8	1
7	PT Board Op	8/17/2009	Connoisseur Media Employee Referral	2	1
8	FT Account Executive	11/2/2009	Connoisseur Media Employee Referral	11	1

Outreach 2009

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Internships

After launching the station during the last quarter of 2008, we approached University of Mary and Bismarck State College about future Internships at the station. We weren't able to put a program in place until the Fall of 2009. No actual interns were recruited, although a few were interviewed about the possibility. We were unable to find candidates who had a schedule that would allow for it.

Job Fairs

We participated in a virtual job fair on the University of Mary's website. Several applications and Resumes were gathered for possible candidates in Sales.

Number	Recruitment Source	Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2009			Used to Fill
		Contact	Total Interviewed	Entitled to Notification	
1	Job Service North Dakota 1601 E Century Ave Bismarck, ND 58503	(701) 328-5000	10	N	2,5,6,8
2	Connoisseur Media, LLC "On Air Recruiting Ads" 3128 E Broadway Ave, Bismarck, ND 58501	Sales Manager (701) 751-8000 Employee Referrals	7	N	2,5,6,8
3	All Access Job Board www.allaccess.com	allaccess.com (Free registration/ job postings)	2	N	1,7
4	Connoisseur Media Websites	www.1059bobfm.com	5	N	2,5,6,8
5	Other Referral	Walk In	8	N	2,3,4,5,6,7,8
6	University of Mary 7500 University Drive Bismarck, ND 58504	(701) 255-7500	6	N	2,5,6,8

*Connoisseur Media Bismarck has not been specifically asked to keep any agency or entity on a list for future openings.