

EEO Public File Report

KQDS-TV

December 1, 2009-December 1, 2010

Listed below find all Full Time Positions filled during the above period at KQDS-TV.

News Director, February, 2010

Recruitment resources used include: tvjobs.com, Medialine.com, TVBR.com/RBR.com, Craigslist-Minneapolis, Craigslist-Madison, Minnesota Broadcasters Association. Four people were interviewed. One found the ad through tvjobs.com and three by word of mouth. New hire came from tvjobs.com.

Weekend Anchor/Reporter, February, 2010

Recruitment resources used include: tvjobs.com, Medialine.com, TVBR.com/RBR.com, Craigslist-Duluth, Craigslist-Minneapolis, Craigslist-Madison, Minnesota Broadcasters Association. Four people were interviewed. Four found the ad on tvjobs.com. New hire came from tvjobs.com

Chief Photojournalist, March, 2010

Recruitment resources used include: Broadcasting and Cable, Craigslist-Duluth, Duluth News Tribune, Medialine.com, Star Tribune, Minnesota Broadcasters Association, TVBR.com/RBR.com, Television Week. Three people were interviewed. Three found the ad by word of mouth. New hire found internally.

Photojournalist, March, 2010

Recruitment resources used include: Broadcasting and Cable, Craigslist-Duluth, Duluth News Tribune, Medialine.com, Star Tribune, Minnesota Broadcasters Association, TVBR.com/RBR.com, Television Week. One person was interviewed. New hire was part time employee and was promoted internally.

Account Executive. March, 2010

Recruitment resources used include: tvjobs.com, Medialine.com, TVBR.com/RBR.com, Minnesota Broadcasters Association, Craigslist-Duluth, Duluth News Tribune. Four people were interviewed. Three found the ad on Craigslist-Duluth and one by word of mouth. New hire came from word of mouth.

Office Assistance/Receptionist, April, 2010

Recruitment resource used include: tvjobs.com, Medialine.com, TVBR.com/RBR.com, Minnesota Broadcasters Association, Craigslist-Duluth, Duluth News Tribune. Nine people were interviewed. Nine found the ad on Craigslist-Duluth. New hire came from Craigslist-Duluth.

Web Manager, May, 2010

Position was created. Part time employee was promoted to full time internally.

Reporter, May, 2010

Recruitment resources used include: tvjobs.com, Medialine.com, TVBR.com/RBR.com, Craigslist-Duluth, Craigslist-Minneapolis, Craigslist-Madison, Minnesota Broadcasters Association. Four people were interviewed. Four found the ad on tvjobs.com. New hire came from tvjobs.com

Account Executive, June, 2010

Recruitment resources used include: tvjobs.com, Medialine.com, TVBR.com/RBR.com, Minnesota Broadcasters Association, Duluth News Tribune, Craigslist-Duluth. Four people were interviewed. Three found the ad on Craigslist-Duluth and one by mouth. New hire came from Craigslist-Duluth.

Photojournalist, June, 2010

Recruitment resources used include: Broadcasting and Cable, Craigslist-Duluth, Duluth News Tribune, Medialine.com, Minnesota Broadcasters Association, TVBR.com/RBR.com, Television Week. One person was interviewed. New hire was part time employee and was promoted internally.

Account Executive (four positions), August, 2010 and September, 2010

Recruitment resources used include: tvjobs.com, Medialine.com, TVBR.com/RBR.com, Minnesota Broadcasters Association, Craigslist-Duluth, Duluth News Tribune, University of Minnesota-Duluth. Five people were interviewed. One found the ad in Duluth News Tribune and four by word of mouth. One new hire came from Duluth News Tribune and three by word of mouth.

Local Sales Manager, September, 2010

Position was created. One person was promoted and hired internally.

Sports Director, October, 2010

Recruitment resources used: tvjobs.com, Medialine.com, TVBR.com/RBR.com, JobsHQ.com, University of Wisconsin-Superior, University of Minnesota-Duluth. Three people were interviewed. Two found the ad on tvjobs.com and one internal. New hire found internally.

Anchor/Reporter, October, 2010

Recruitment resource used: tvjobs.com, Medialine.com, TVBR.com/RBR.com, JobsHQ.com, University of Wisconsin-Superior, University of Minnesota-Duluth. Two people were interviewed. Two found the ad on tvjobs.com. New hire came from tvjobs.com.

Sports Anchor/Reporter, October, 2010

Recruitment resources used: tvjobs.com, Medialine.com, TVBR.com/RBR.com, JobsHQ.com, University of Wisconsin-Superior, University of Minnesota-Duluth. Two people were interviewed. Two found the ad on tvjobs.com. New hire came from tvjobs.com.

Reporter, November, 2010

Recruitment resources used: tvjobs.com, Medialine.com, TVBR.com/RBR.com, JobsHQ.com, University of Wisconsin-Superior, University of Minnesota-Duluth. One person was interviewed. One person found the ad on tvjobs.com. New hire came from tvjobs.com.

During the period of December 1, 2009-December 1, 2010 three recruitment resources asked that we post our job openings with them.

<http://jobs.uloop.com>

888 Villa Mountain View, CA 94041

<http://epostjobs.com>.

Gary

gary@epostjobs.com

<http://job.com>

877-256-2266

Total for each source used during December 1, 2009 - December 1, 2010

Duluth News Tribune; 424 West 1 st Street; Duluth, MN 55802	1
Tvjobs.com; PO Box 4116; Oceanside, CA 92502	16
Craigslist-Duluth	15
Word of Mouth/Internal	12/5