

# GRAY TELEVISION GROUP, INC.

KSFY-KABY-KPRY  
EEO Public File Report  
12/1/13-11/30/14

## I. Vacancy List

Position	Job Title	Date Filled	Total Interviewees Per Position	Hiree Referral Source	Recruitment Sources (RS) Used to Fill Vacancy - See Section II
1	Account Executive	12/31/2014	2	19	14,19,24,25,32
2	Account Executive	10/15/2014	9	23	14,19,23,24,25,36
3	Account Executive	9/8/2014	12	36	14,19,23,24,25,36
4	Production Asst	2/27/2014	1	14	14,24,25,33
5	Production Asst	2/19/2014	3	14	14,24,25,33
6	Production Asst	8/30/2014	2	25	14,24,25,33
7	Production Asst	12/2/2013	2	21	14,21,24,25,33
8	Photojournalist	9/18/2014	2	25	3,14,23,24,25,33,43
9	Multimediajournalist/Sports	10/2/2014	6	19	3,14,17,19,25,33,38,43
10	Director	10/27/2014	2	14	3,14,25,33,43
11	Morning News Producer	3/10/2014	4	14	3,14,24,25,33
12	Production Asst	11/11/2014	6	35	3,14,23,25,35,43
13	Production Asst	11/11/2014	6	35	3,14,23,25,35,43
14	Production Asst	11/4/2014	6	14	3,14,23,25,35,43
15	Production Asst	7/7/2014	1	14	3,14,17,25,33,43
16	News Producer	5/27/2014	2	25	3,14,23,24,25,33
17	Photojournalist	12/16/2013	1	14	3,14,17,23,24,25,33
18	Weekend Meteorologist	2/6/2014	2	3	3,14,17,24,25,33
19	Editor	7/23/2014	1	14	3,14,17,25,33,43,44
20	AM Producer	7/28/2014	1	14	3,14,17,25,33,43
21	Master Control Op	2/4/2014	3	25	14,23,25
22	Aberdeen Reporter	12/19/2013	2	14	14,23,25
23	Photojournalist	6/10/2014	3	25	3,14,24,25,33
24	Editor	6/10/2014	3	25	3,14,24,25,33
25	Director	10/1/2014	1	25	3,14,25,33,43

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\*\*update list for 2014

**II. Master Recruitment Source List (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	Number of Applicants from RS over reporting period	Number of Interviewees Referred by RS over reporting period
1	TVNewsCheck.com NewsCheckMedia LLC PO Box 565 Chatham NJ 07928 973-701-1067	N		
3	Broadcast Employment Services TVJobs.com Mark Halloway PO Box 4116 Oceanside CA 92052 800-374-0119	N	136	7
6	Minnesota Broadcasters Association 3033 Excelsior Blvd. Ste. 440 Minneapolis, MN 55416 Phone: (612) 926-8123 Fax: (612) 926-9761	N		
7	Nebraska Broadcasters Association 12020 Shamrock Plz # 200 Omaha, NE 68154-3537 (402) 778-5178	N		
9	North Dakota Broadcasters Association Beth Helfrich PO Box 3178 Bismarck ND 58502 701-258-1332	N		
14	KSFY (website) & KSFY Facebook Page 300 N Dakota Ave Ste 100 Sioux Falls SD 57104 Jim Berman, General Manager	N	94	35
15	South Dakota Broadcasters Association 106 W Capitol Ave # 7 Pierre, SD 57501-2018 (605) 224-1034	N		
17	National Association of Black Journalists Univ of Maryland Human Resources 8701-A Adelphi Rd Adelphi MD 20783-1716 www.nabj.org	N		
18	National Association of Hispanic Journalists 1000 National Press Bldg Washington DC 20045-2001 Human Resources www.nahj.org	N		
19	Personal Referral	N	5	5
20	Walk-In	N		
21	Internship	N	1	1
22	Broadcast Image Group Larry Rickel	N		
23	Argus Leader Newspaper and CareerBuilder 200 S. Minnesota Ave Sioux Falls SD 57104	N	62	8
24	Hoak Media LLC and all Hoak Stations www.hoak.com 500 Crescent Court Ste 220 Dallas TX 75201	N	1	
25	KSFY Internal Posting/Cross Training/Promotion	N	13	10
32	Media Staffing Network	N		
33	SD Association of College Career Centers posts at 23 SD universities/colleges/tech schools' career centers/job boards	N	8	0
34	Media Agents (various)	N		
35	SDSU Job Fair	N	9	9
36	KSFY TV Ad (ON AIR AD on KSFY/KABY/KPRY)	N	2	2
37	Indeed.com	N		
38	Sportscasters Talent Agency of America	N	5	1
39	Simply Hired	N		
40	National Weather Association	N		
41	MediaLine(Mark Shilstone, Manager) PO Box 51909 Pacific Grove, CA 93950 800-237-8073 medialine@medialine.com	N		
42	SD Ad Federation	N		
43	Gray Television	N	4	
44	Station Index	N		
Total Interviewees over a 12 month period			340	78

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## III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	INTERNSHIP PROGRAM	<p>Internship Program</p> <ol style="list-style-type: none"><li>1.) Sports internship – through South Dakota State University. Spring 2014</li><li>2.) News internship – through SDSU. Student hired in June 2013.</li><li>3.) News internship – two through SDSU, one through Augustana. Summer 2014. Hired one in Fall 14.</li><li>4.) Sports internship - through SDSU - Summer 2014.</li><li>5.) News Internship - two through local high schools and two through SDSU. Fall/winter 2014.</li><li>6.) Sales Internship - through SDSU. Hired as independent contractor in Fall 2014.</li></ol> <p>*Internships are offered to students from any college, university, or high schools, provided that the student can earn credit hours for their time. Internships are offered in News, Sales, and Sports. They are offered in other departments on a case-by-case basis. Internships at KSFY are designed to give students practical, hands-on experience that they can use as they search for a career in their field of study. The station works with the school and the student to create a schedule that works for both. Internships are offered through the year, but most students choose to participate in these programs in the summer. In 2014, 11 students took advantage of the KSFY internship program. Eight were from SDSU in Brookings, SD, one was from Augustana College, in Sioux Falls, SD. Two were from local high schools. The news/sports interns focused much of their internship on shooting video, writing stories, writing web stories, etc. One student designed the Pigskin Preview magazine for the sales department.</p>
2	OTHER ACTIVITIES	<p><b>Job Fair - SDSU, Brookings, SD (News Director Kevin King, GM Jim Berman) Spring 2014</b> Met one-on-one with approximately 12 students over a three-hour period. All students made appointment to speak with Kevin or Jenny Alvarez. Students all have an interest in media, broadcast television, etc.</p> <p><b>Employee Cross Training/Inter-departmental training</b></p> <p>A current sports photographer and a current weather producer are training to do on-air work. Both record audition tapes on a regular basis. Those are then reviewed by News Director Kevin King and General Manager Jim Berman to offer feedback. Individuals are making progress and have appeared on the air a handful of times.</p> <p><b>Job Fair - USD, Vermillion, SD (Kevin King, Jim Berman) Fall 2014</b> Met one-on-one with eight students over a three-hour period. Students stopped by at their leisure. Students all have an interest in media, broadcast television, etc.</p>