

**KSFY, KABY, KPRY**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 – November 30, 2016**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Content Producer	1,2,3,5,	2
Director	1,2,3,5	2
Multimedia Journalist	1,2,3,5,6,11, 12, 13	3
Multimedia Journalist	1,2,3,5,6,11, 12, 13	3
Morning Newscast Editor	1,2,3,5, 13	2
Account Executive	2,13	2
Account Executive	2,13	2
Account Executive	<i>exigent hire</i>	7

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Gray Television, 4370 Peachtree Road, NE, Suite 400 Atlanta, GA 30319 (404) 266-8333	N	0
2	Ksfy.com	N	8
3	Tvjobs.com	N	2
4	Careerbuilder.com	N	0
5	<a href="http://www.getgrads.com">www.getgrads.com</a>	N	0
6	<a href="http://careerservices.nabj.org">careerservices.nabj.org</a>	N	0
7	Rehire former employee	N	1
8	Internal Hire/Promotion	N	0
9	Referral	N	0
10	South Dakota State University, Brookings, SD 57007	N	1
11	University of South Dakota, 414 E. Clark Street, Vermillion, SD 57069	N	0
12	University of Sioux Falls, 1101 W. 22 <sup>nd</sup> Street, Sioux Falls, SD 57105	N	0
13	On-air Announcements on one or more Station	N	3
<b>TOTAL INTERVIEWEES</b>			<b>15</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Job Fair – South Dakota State University	On January 29, 2016, the stations participated in a job fair held at South Dakota State University. Participants from the stations included the News Director and the General Manager.
<b>2</b>	KSFY Media Camp	During one week in June, the station hosted 10 high school students from various schools around the region to participate in a media camp. At the end of the week, the students produced their own 5 minute newscast.
<b>3</b>	Summer Internships	From May 2015 to August 2015, the station hosted two interns from South Dakota State University.