

KSFY, KPRY & KABY
EEO PUBLIC FILE REPORT
December 1, 2017 – November 30, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Photojournalist	2,3,4,5,6,7,10,11,12,13,15,19	10
Multimedia Journalist	2,3,4,5,6,7,8,11,12,13,15,18	18
Multimedia Journalist	1,2,3,4,5,6,7,11,12,13,14,15	3
Photojournalist	2,3,4,5,6,7,11,12,13,15,19	3
Producer	2,3,4,5,6,7,9,11,12,13,15	9
Sports Reporter/Anchor	2,3,4,5,6,7,8,11,12,13,15	8
Producer	2,3,4,5,6,7,10,11,12,13,15	10
Editor	2,3,4,5,6,7,10,11,12,13,15	10
Multimedia Journalist	2,3,4,5,6,7,11,12,13,15	2
Account Executive	1,2,7,8,11,12,14,15	2
Digital Sales Coordinator	7,14,15	14

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	On-air recruitment schedule on KSFY	N	0
2	KSFY.com	N	9
3	Tvjobs.com	N	1
4	Careerbuilder.com	N	0
5	www.getgrads.com	N	0
6	careerservices.nabj.org	N	0
7	Gray.tv	N	0
8	Referral	N	4
9	Internship	N	0
10	Internal Hire/Promotion	N	0
11	South Dakota State University, Brookings, SD 57007	N	0
12	University of South Dakota, 414 E. Clark Street, Vermillion, SD 57069	N	0
13	University of Sioux Falls, 1101 W. 22 nd Street, Sioux Falls, SD 57105	N	0
14	On-air recruitment schedule on CW of Sioux Falls	N	0
15	snag.com, automatically posted to Indeed.com	N	5
16	NWA Jobs Board, http://nwas.org/membership/nwa-job-board/	N	0
17	Weathercaster	N	0
18	Rehire of former employee	N	0
19	Dakota State University, 820 Washington Ave N, Madison, SD 57042	N	0
20	Linked In	N	1
21	Walk-in	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Career Fairs	<p>(1) On, January 26, 2018, the station participated in a job fair held at South Dakota State University. Participants included the News Director.</p> <p>(2) On October 15, 2018, the General Manager, News Director, and General Sales Manager attended a job fair at the University of South Dakota.</p>
2	Internship Program	From May 2018 – August 2018, the station hosted 3 interns from South Dakota State University and 2 from Southwest Minnesota State University.
3	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting	<p>(1) Between June 11-15, 2018, the station hosted 10 high school students from schools across the viewing area for a media camp. The students learned about all aspects of television and produced their own 5 minute newscast at the end of the camp.</p> <p>(2) On March 9, 2018, students from the Career and Technical Education Academy (“CTE”) visited KSFY for a tour.</p> <p>(3) On Mark 14, 2018, the News Director visited a reporting class at South Dakota State University to talk about storytelling, ratings and tips to landing a first job.</p> <p>(4) On April 6, 2018, the News Director & General Manger spoke to the class from South Dakota State University that visited KSFY about newscast production.</p>

		<p>(5) On April 30, 2018, the General Manager and News Director visited three classes at the CTE Academy in Sioux Falls to discuss careers in television.</p> <p>(6) On October 24, 2018, the General Sales Manager attended and spoke at the SD Ad Fed Student Day.</p>
4	Management Training	<p>On September 13, 2018, the General Manager and News Director attended a South Dakota Broadcasters Association workshop in downtown Sioux Falls.</p>