

**KSFY-TV, KPRY-TV, KDLT-TV, KDLV-TV, KABY-LD**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 – November 30, 2022**

**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>
Editor	1,2,3,6,7,8,10,11,12,13,15,21	2
Multimedia Journalist	1,2,3,6,7,8,9,10,11,12,13,15,21	9
Digital Content Producer	1,2,3,6,7,8,10,11,12,13,15,21	7
Multimedia Journalist	1,2,3,6,7,8,10,11,12,13,15,21	12
Producer	1,2,3,6,7,8,10,11,12,13,15,21	12
Producer	1,2,3,6,7,8,10,11,12,13,15,21	2
Digital Content Producer	1,2,3,6,7,8,10,11,12,13,15,21	21
Account Executive	1,2,3,6,7,8,10,11,12,13,15,21	8
Account Executive	1,2,3,6,7,8,10,11,12,13,15,21	21
Technical Media Producer	1,2,3,7,8,15,18,21	21
Technical Media Producer	1,2,3,7,8,15,18,21	18

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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	On-air recruitment schedule on KSFY & KDLT	N	
2	DakotaneWSnow.com	N	8
3	Tvjobs.com	N	
4	Careerbuilder.com	N	
5	<a href="http://www.getgrads.com">www.getgrads.com</a>	N	
6	<a href="http://careerservices.nabj.org">careerservices.nabj.org</a>	N	
7	Gray.tv	N	3
8	Referral	N	2
9	Internship	N	1
10	Internal Hire/Promotion	N	
11	South Dakota State University, Brookings, SD 57007	N	
12	University of South Dakota, 414 E. Clark Street, Vermillion, SD 57069	N	2
13	University of Sioux Falls, 1101 W. 22 <sup>nd</sup> Street, Sioux Falls, SD 57105	N	
14	On-air recruitment schedule on CW of Sioux Falls	N	
15	GrayTV snag.com or people matter posts automatically to Indeed.com	N	
16	NWA Jobs Board, <a href="http://nwas.org/membership/nwa-job-board/">http://nwas.org/membership/nwa-job-board/</a>	N	
17	Weathercaster	N	
18	Rehire of former employee	N	
19	Dakota State University, 820 Washington Ave N, Madison, SD 57042	N	
20	Linked In	N	
21	Indeed.com	N	10
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>26</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>	Internship Program	The newsroom hosted an intern from South Dakota State University during the spring semester of 2022.
<b>2</b>	Participate in Job Fair	On February 15, 2022, the station hosted a booth at the Junior Achievement Career Event at the Sioux Falls Convention Center. Participants included the news director, two reporters and two photojournalists.
<b>3</b>	Participate in Job Fair	On February 16, 2022, the station hosted a booth at the Regional Career Fair at Marion High School. Participants included the news director, morning anchor and a photojournalist.
<b>4</b>	Management Training	On February 17, 2022, Joan Stewart of Wiley Rein, LLP, presented this training webinar for Gray Television. Participants included the office manager, general manager, chief engineer, news director, operations manager, creative services manager, general sales manager and local sales manager.
<b>5</b>	Participate in Job Fair	On February 25, 2022, the station hosted a booth at the Career & Technical Education Academy Career Fair in Sioux Falls. Participants included the news director, operations manager and creative services director.
<b>6</b>	Midwest Journalism Conference	On April 1 & 2, 2022 the Midwest Broadcast Journalists Association hosted the Midwest Journalism Conference. The news director moderated one session on recruiting & keeping journalists and one session on careers outside of media, and participated in a session on the personal safety of journalists.

<b>7</b>	Internship Program	The newsroom hosted an intern from South Dakota State University during the summer of 2022.
<b>8</b>	Dakota News Now Media Camp	On the week of June 6, 2022, Dakota News Now hosted 10 high school students for a media camp, where they learned about the television business.
<b>9</b>	Participate in Job Fair	On October 25, 2022, the station hosted a booth at the Career & Technical Education Academy Career Fair in Sioux Falls. Participants included the news director, operations manager and a technical media producer.
<b>10</b>	Participate in Job Fair	On November 2, 2022, the station hosted a booth at South Dakota State University in Brookings. Participants included the news director and the general manager.
<b>11</b>	Participate in Job Fair	On November 7, 2022, the station hosted a booth at the University of South Dakota in Vermillion. Participants included the news director, the general manager and a reporter.
<b>12</b>	Participate in Job Fair	On November 15, 2022, the station hosted a booth at the Junior Achievement Career Event at the Sioux Falls Convention Center. Participants included the news director, assistant news director, two anchors and a photojournalist.