

KSFY, KPRY, KABY, KDLT¹, KDLV²
EEO PUBLIC FILE REPORT
December 1, 2018 – November 30, 2019

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
Producer	2,3,4,5,6,7,11,12,13,15,18	18
Multimedia Journalist	2,3,4,5,6,7,9, 11,12,13,15	9
Medical Minute Reporter	2,3,4,5,6,7,11,12,13,15	2
Weekend Anchor/Multimedia Journalist	2,3,4,5,6,7,11,12,13,15	15
Producer	2,3,4,5,6,7,9,11,12,13,15,18	18
Producer	2,3,4,5,6,7,9,11,12,13,15	2
Producer	2,3,4,5,6,7,10,11,12,13,15	3
Account Executive	1,2,7, 11,12	2

¹ Gray Television acquired KDLT on September 25, 2019. Therefore, for purposes of KDLT, this report includes only information from September 25, 2019 to November 30, 2019.

² Gray Television acquired KDLV on September 25, 2019. Therefore, for purposes of KDLV, this report includes only information from September 25, 2019 to November 30, 2019.

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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	5
3	Tvjobs.com	N	5
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	1
9	Internship	N	0
10	Internal Hire/Promotion	N	2
11	South Dakota State University, Brookings, SD 57007	N	2
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 or people matter	N	1
16	NWA Jobs Board, http://nwas.org/membership/nwa-job-board/	N	0
17	Weathercaster	N	0
18	Rehire of former employee	N	2
19	Dakota State University, 820 Washington Ave N, Madison, SD 57042	N	0
20	Linked In	N	0
21	Indeed.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Job Fair – South Dakota State University	On, January 25, 2019, the station participated in a job fair held at South Dakota State University. Participants included the News Director.
2	Internships	From May 2019 – August 2019, the station hosted 1 intern from South Dakota State University, 1 from University of South Dakota and 1 from Southwest Minnesota State University. From January 2019 – May of 2019 the station hosted one intern from CTE Academy.
3	KSFY Media Camp	Between June 10-14, 2019, 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.
4	CTE Academy visits	On April 24, 2019, the General Manager and News Director visited three classes at the CTE Academy in Sioux Falls to discuss careers in television.
5	Training Webinar	On June 20, 2019, the Office Manager participated in The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.
6	South Dakota Broadcasters Association	On August 16, 2019, the Executive Producer attended a SDBA workshop in downtown Sioux Falls about story-telling and shooting video.
7	USD Job Fair	On October 28, 2019, the News Director attended a job fair at the University of South Dakota.

