

## I. VACANCY LIST

[illegible]

# KSFY-TV, KPRY-TV, KDLT-TV, KDLV-TV, KABY-LD

## EEO PUBLIC FILE REPORT December 1, 2019 – November 30, 2020

### 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 & KDLT	N	0
2	DakotaneWSnow.com	N	10
3	Tvjobs.com	N	1
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	Gray.tv	N	7
8	Referral	N	12
9	Internship	N	1
10	Internal Hire/Promotion	N	2
11	South Dakota State University, Brookings, SD 57007	N	0
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	1
14	On-air recruitment schedule on CW of Sioux Falls	N	0
15	GrayTV snag.com or people matter	N	3
16	NWA Jobs Board, <a href="http://nwas.org/membership/nwa-job-board/">http://nwas.org/membership/nwa-job-board/</a>	N	0
17	Weathercaster	N	0
18	Rehire of former employee	N	1
19	Dakota State University, 820 Washington Ave N, Madison, SD 57042	N	0
20	Linked In	N	0
21	Indeed.com	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			31

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in Job Fair	On, January 31, 2020, the station participated in a job fair held at South Dakota State University. Participants included the News Director.
<b>2</b>	Internships	No internships this summer due to COVID-19. No guests allowed in the station.
<b>3</b>	Dakota News Now Media Camp	No Media Camp in 2020 due to COVID-19. No guests allowed in the station.
<b>4</b>	CTE Academy visits	General Manager and News Director visits to CTE Academy in Sioux Falls to discuss careers in television were cancelled because the school district was not allowing visitors in district buildings because of COVID-19.
<b>5</b>	EEO Management Training	July 9 - August 4, 2020 – Our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.
<b>6</b>	EEO Management Training	On November 19, 2020, our Office Manager participated in a training on the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.

