

KEYC-TV & KMNF-LD
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
METEOROLOGIST (W/END) - KEYC	2, 6, 8-9, 13, 17, 20	9
MORNING MMJ/PRODUCER - KEYC	1-2, 4-9, 11-12, 15-19, 21-30	5
NEWS REPORTER/MMJ - KEYC	1-3, 6-9, 11, 15-16, 18, 21, 23-25, 27, 30-31	6
CONTENT NEWS PRODUCER - KEYC	1-2, 4-9, 11-12, 14, 18-19, 21-22, 24-31	5
Local Account Executive	1-2, 4, 6-12, 14-31	2
Local Account Executive	1-2, 4, 6-12, 14-31	6
NEWSCAST DIRECTOR - KEYC	2, 6, 8	6
NEWS PRODUCER/ MMJ (MORNING) - KEYC	2, 5-6, 8-9	9
SPORTS ANCHOR/REPORTER (W/END) - KEYC	1-2, 4, 6-9, 11-12, 14-32	6
DIGITAL SALES MANAGER - KEYC	1-2, 4-9, 11-12, 14-32	5
NEWS ANCHOR/LIFESTYLE HOST (MORNING) - KEYC	1-2, 4-9, 11-12, 14-32	9
ACCOUNT EXECUTIVE - KEYC	1-4, 6-9, 11-12, 14-32	3
NEWS ANCHOR/REPORTER (W/END) - KEYC	1-2, 4, 6-9, 11-12, 14-32	9

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bemidji State University/Northwest Technical College 1500 Birchmont Dr NE Bemidji, Minnesota 56601 Job Postings Manual Posting	N	0
2	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
3	Current Employee	N	2
4	Drake University 2507 University Ave Des Moines, Iowa 50311 Job Postings Manual Posting	N	0
5	Employee Referral	N	6
6	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	21
7	Gustavus Adolphus College 800 W College Ave Saint Peter, Minnesota 56082 Career Department Manual Posting	N	0
8	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	4
9	KEYC News Now Internal Posting 1570 Lookout Drive North Mankato, Minnesota 56003 Phone : 507-514-6142 Url : http://www.keyc.com Liz Barton Manual Posting	N	11

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10	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	0
11	Minnesota State University Mankato 1300 Warren Street Mankato, Minnesota 56001 Job Postings Manual Posting	N	0
12	Minnesota State University Moorhead 1104 7th Ave S Moorhead, Minnesota 56563 Career Department Manual Posting	N	0
13	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	1
14	Simpson College 701 N C St Indianola, Iowa 50125 Job Postings Manual Posting	N	0
15	South Dakota State University 1175 Medary Ave S Brookings, South Dakota 57006 Career Department Manual Posting	N	0
16	Southwest Minnesota State University 1501 State St Marshall, Minnesota 56258 Career Department Manual Posting	N	0
17	St. Cloud State University 720 4th Ave S St. Cloud, Minnesota 56301 Job Postings Manual Posting	N	0

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18	St. Mary's University of Minnesota 700 Terrace Hts. Winona, Minnesota 55987 Career Department Manual Posting	N	0
19	St. Olaf College 1520 Saint Olaf Ave Northfield, Minnesota 55057 Job Postings Manual Posting	N	0
20	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
21	University of Iowa 101 Jessup Hall Iowa City, Iowa 52242 Job Postings Manual Posting	N	0
22	University of Minnesota 515 Delaware St SE 4-122 Minneapolis, Minnesota 55455 Job Postings Manual Posting	N	0
23	University of Wisconsin Oshkosh 800 Algoma Blvd Oshkosh, Wisconsin 54901 Public University Manual Posting	N	0
24	University of Wisconsin-Eau Claire 105 Garfield Ave Eau Claire, Wisconsin 54701 Public University Manual Posting	N	0

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25	University of Wisconsin-La Crosse 615 East Ave N La Crosse, Wisconsin 54601 Public University Manual Posting	N	0
26	University of Wisconsin-Madison 500 Lincoln Dr Madison, Wisconsin 53706 Public University Manual Posting	N	0
27	University of Wisconsin-Platteville 1 University Plz Platteville, Wisconsin 53818 Public University Manual Posting	N	0
28	University of Wisconsin-River Falls 410 S 3rd St River Falls, Wisconsin 54022 Public University Manual Posting	N	0
29	University of Wisconsin-Stevens Point 2100 Main St Stevens Point, Wisconsin 54481 Public University Manual Posting	N	0
30	University of Wisconsin-Superior 801 N 28th St Superior, Wisconsin 54880 Public University Manual Posting	N	0
31	University of Wisconsin-Whitewater 800 W Main St Whitewater, Wisconsin 53190 Public University Manual Posting	N	0

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32	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			46

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/9/2023	Participation in events or programs sponsored by educational institutions	Our V.P./General Manager spoke at the Minnesota State University - Mankato to a Speaking and Writing for Broadcast class.	1	V.P./General Manager
2	3/6/2023	Participation in events or programs sponsored by educational institutions	A meteorologist spoke with young adults and teenagers at Mankato's INSITE about her day-to-day life at work as a meteorologist and how she got into the career.	1	Meteorologist
3	4/20/2023	Provision of training to management	Our office manager participated in the FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Licensee, LLC, presented by Joan Stewart of Wiley Rein, LLP	1	Office Manager
4	5/12/2023	Participation in events or programs sponsored by educational institutions	Our meteorologist participated in a Career Day at Rosa Parks Elementary School in Mankato to talk with 5th graders about how she got into the career and she does on a daily basis, including graphics systems and products used to develop a forecast.	1	Meteorologist
5	5/22/2023	Establishment of an intern program designed to assist members of the community	Hired two interns. One worked in our Weather center, shadowing and assisting a meteorologist; the other worked with our engineering team, working with building maintenance and broadcasting equipment.	2	Weather Intern Engineering Intern
6	6/5/2023	Participation in events or programs sponsored by educational institutions	Our meteorologist and meteorological intern were asked to return to Rosa Parks Elementary School in Mankato to talk with 5th graders about what got them into meteorology, how the intern is still in college studying to be a meteorologist.	2	Meteorologist Meteorology Intern
7	6/15/2023	Participation in events sponsored by organizations representing the community	Our meteorologist met with the Power of 12 group to talk to adults (mainly women) about her career, meteorology, and being a role model to younger women who want to get involved with STEM careers.	1	Meteorologist
8	6/22/2023	Sponsorship of events in the community designed to increase public awareness	Co-sponsored a community block party with South Central Community College and the City of North Mankato to bring awareness of employment opportunities within the community including the station.	12	General Sales Manager National Sales Manager News Director Production & Operations Manager

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9	9/18/2023	Participation in events or programs sponsored by educational institutions	A group of ten homeschooled students and two instructors came for a studio visit with the weather department. While they were here, we had a discussion about various weather elements as well as the logistics of broadcasting weather.	1	Meteorologist