

EEO Public File Report

KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV

December 1, 2014 – December 1, 2015

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Account Executive, December, 2014

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, Sanford-Brown College, NDSU, UND, Globe University, Concorida College, North Dakota Broadcaster, Minnesota Broadcasters, Medialine, Northland Community & Technical College, Fond Du Lac College, Urban League. 5 applicants were interviewed. 3 applied from ads on-line, 2 by word of mouth.

Office Assistant, January, 2015

Recruitment resources used included: KVRR.com, JobsHQ.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, Sanford-Brown College, Globe University, Concordia College, Minnesota Broadcasters, Northland Community & Technical College, Fond Du Lac College, Urban League. 8 applicants were interviewed. 4 applied by Jobsnd.com, 2 by JobsHQ.com, 2 by word of mouth.

Production Manager, February, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, NDSU, Globe University, MSUM, Concordia College, Minnesota Broadcasters, Medialine.com, Fargo Forum, Ziprecruiter, Indeed.com, Simply Hired, Ebay Classifieds, Glassdoor, Job.com, TopUSAJobs.com, CareerJet.com, Resume.com, The Job Network, Career Vitals, Better Jobs, Direct Employers, Career Igniter. 2 applicants were interviewed. 1 applied by Indeed.com and 1 by word of mouth.

Master Control Operator, February, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, NDSU, Globe University, MSUM, Concordia College, Minnesota Broadcasters, Medialine.com, Ziprecruiter, Simply Hired, Ebay Classifieds, Glassdoor, Job.com, TopUSAJobs.com, CareerJet.com, Resume.com, The Job Network, Career Vitals, Better Jobs, Direct Employers, Career Igniter. 3 applicants were interviewed. 1 applied by KVRR.com and 2 through word of mouth.

Master Control Operator, February, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, NDSU, Globe University, MSUM, Concordia College, Minnesota Broadcasters, Medialine.com, Ziprecruiter, Indeed.com, Simply Hired, Ebay Classifieds, Glassdoor, Job.com, TopUSAJobs.com, CareerJet.com, Resume.com, The Job Network, Career Vitals, Better Jobs, Direct Employers, Career Igniter. 6 applicants were interviewed. 2 applied by KVRR.com, 2 applied by Indeed.com, 1 by ziprecruiter, and 1 through word of mouth.

Master Control Operator, February, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, NDSU, Globe University, MSUM, Concordia College, Minnesota Broadcasters, Medialine.com, Ziprecruiter, Indeed.com, Simply Hired, Ebay Classifieds, Glassdoor, Job.com, TopUSAJobs.com, CareerJet.com, Resume.com, The Job Network, Career Vitals, Better Jobs, Direct Employers, Career Igniter. 7 applicants were

interviewed. 2 applied by Jobsnd.com, 1 applied by TVJobs.com, 2 by ziprecruiter.com, and 2 through word of mouth.

Weekday Co-Author/Producer, March, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, Sanford-Brown College, NDSU, UND, Globe University, MSUM, Concordia College, North Dakota Broadcasters, Minnesota Broadcasters, Northland Community & Technical College, Fond Du Lac College, Urban League, Medialine.com, Spots N Dots. 2 applicants were interviewed. 2 applied by tvjobs.com.

Weekday Co-Author/Producer, March, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, Sanford-Brown College, NDSU, UND, Globe University, MSUM, Concordia College, North Dakota Broadcasters, Minnesota Broadcasters, Northland Community & Technical College, Fond Du Lac College, Urban League, Medialine.com, Spots N Dots. 3 applicants were interviewed. 2 applied by tvjobs.com and 1 by word of mouth.

Television Account Executive, March, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, NDSU, Globe University, MSUM, Concordia College, Minnesota Broadcasters, Medialine.com, Ziprecruiter, Simply Hired, Ebay Classifieds, Glassdoor, Job.com, TopUSAJobs.com, CareerJet.com, Resume.com, The Job Network, Career Vitals, Better Jobs, Direct Employers, Career Igniter. 6 applicants were interviewed. 5 applied by KVRR.com and 1 through word of mouth.

Multimedia Journalist, April, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, Sanford-Brown College, NDSU, UND, MN School of Business, MSUM, Concordia College, North Dakota Broadcasters, Minnesota Broadcasters, Northland Community & Technical College-East Grand Forks & Thief River Falls. 3 applicants were interviewed. 3 applied by tvjobs.com.

Office/Accounting, May, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Indeed.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, Globe University, Concordia College, NDSU, Minnesota Broadcasters, Medialine.com, Ziprecruiter, Simply Hired, Ebay Classifieds, Glassdoor, Job.com, TopUSAJobs.com, CareerJet.com, Resume.com, The Job Network, Career Vitals, Better Jobs, Direct Employers, Career Igniter. 3 applicants were interviewed. 1 by email, 1 by Indeed.com, and 1 previous applicant on file.

Weekend Sports Anchor/Reporter, June, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, Sanford-Brown College, NDSU, UND, Globe University, MSUM, Concordia College, North Dakota Broadcasters, Minnesota Broadcasters, Northland Community & Technical College, Fond Du Lac College, Urban League, Medialine.com, Spots N Dots. 4 applicants were interviewed. 4 applied by TVJobs.com.

Reporter/Photographer, August, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, MSUM, NDSU, Medialine.com, North Dakota Broadcasters, Minnesota Broadcasters. 3 applicants were interviewed. 3 applied by tvjobs.com.

FT Sales/Traffic Assistant, October, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Indeed.com, Jobsnd.com, Minnesota State Community & Technical College, NDSCS, Globe University, Concordia College, Minnesota Broadcasters, Ziprecruiter, Simply Hired, Ebay Classifieds, Glassdoor, Job.com, TopUSAJobs.com, CareerJet.com, Resume.com, The Job Network, Career Vitals, Better Jobs, Direct Employers, Career Igniter. 1 applicant was interviewed. 1 applied by KVRR.com

Reporter/Photographer, October, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, Jobsnd.com, MSUM, NDSU, Medialine.com, North Dakota Broadcasters, Minnesota Broadcasters. 2 applicants were interviewed. 1 applied by tvjobs.com and 1 from Medialine.com.

Multimedia Journalist, October, 2015

Recruitment resources used included: KVRR.com, TVJobs.com, MSUM, NDSU. 2 applicants were interviewed. 2 applied by tvjobs.com.

Weekend Weather Anchor/Weekday Reporter, November, 2015

Recruitment resources used included: KVRR.com, Medialine.com, TVJobs.com, MSUM, NDSU, Facebook, Twitter. 3 applicants were interviewed. 2 applied by tvjobs.com and 1 by word of mouth.

During the period of December 1, 2014 – December 1, 2015 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2014 – December 1, 2015

Ads Online	3
Word of Mouth	14
Ziprecruiter.com	3
Indeed.com	4
KVRR.com	8
TVJobs.com	20
Email	1
Previously on file	1
Medialine.com	1
JobsND.com	6
JobsHQ.com	2

December 1, 2014 – December 1, 2015

Station Outreach Initiatives:

Employee Training:

KVRR implements training within departments throughout our group ownership. Department Managers travel to various locations implementing company practices and procedures regarding news, creative services, engineering, and sales. Encouragement is given to all employees regarding career advancement within group ownership.

Internships:

KVRR has participated with three internships over the past year with Northwestern University and Minnesota State University Moorhead.

The students are enrolled in journalism or communications programs in college. Students taking part, work 10-25 hours per week getting hands-on experience in reporting and/or photography. Students shadow reporters and photographers and attend newsroom meetings. After the student is trained they receive real newsroom experience in writing, shooting and editing stories. Students are evaluated at the end of the program and evaluations are submitted to the college attended.

Recruitment:

KVRR's News Director and Chief Meteorologist took part in the Tri-College News Leadership Program for women. A mock press conference was held where students were judged on writing press releases and conducting themselves during a press conferences. Journalism students were recruited during this event.

KVRR's News Director is involved with the Communications Department at North Dakota State University, Concordia College, and Minnesota State University Moorhead actively recruiting journalism students.

KVRR's Corporate News Director is involved within the Broadcast Journalism Departments at St. Cloud State University, University of Minnesota, and University of St. Thomas actively recruiting journalism students. He is also using LinkedIn as a recruiting tool. Over the past year he has expanded his network to nearly 2,000 people. Most of them are either about to graduate and looking for their first job, or in their first broadcast journalism jobs and looking to move up.

KVRR's Chief Meteorologist has conducted 20 speaking engagements over the past year to various organizations and public schools within our viewing area.

Management Training:

All Managers at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials to better educate their individual Department Managers and employees. Webinars and Skype sessions are conducted on various topics of interest and concern.

Kvrr.com

Spots n Dots

<http://www.spotsndots.com/article.asp?id=2032106>

The Forum

Contact: Classified Data Entry Person – Laura Raschke

LRaschke@jobshq.com

101 5th Street North

Fargo, ND 58102

Phone: 701-241-5500

Fax: 701-541-5478

Grand Forks Herald

Contact: Classified Data Entry Person – Laura Raschke

LRaschke@jobshq.com

375 2nd Avenue North

Grand Forks, ND 58201

Phone: 800-477-6572

Duluth News Tribune

Contact: Classified Data Entry Person – Laura Raschke

LRaschke@jobshq.com

424 W 1st Street

Duluth, MN 55802

Phone: 218-723-5200

Fax: 218-720-4140

Bismarck Tribune

Contact: Jaime Teigen

jaime@bismarcktribune.com

707 E. Front Avenue

Bismarck, ND 58504

Phone: 701-223-2500

Argus Leader Classifieds

Contact: Paul Kern 888-986-9837

pkern@gannett.com

200 S Minnesota Ave

Sioux Falls, SD 57104

Phone: 888-987-6110

Star Tribune

Contact: Sharon Blomgren 612-673-7243

Sharon.Blomgren@startribune.com

425 Portland Avenue

Minneapolis, MN 55411

Phone: 612-673-4000

Fax: 612-673-7780

Curtis Squire Inc.
Ziprecruiter.com
Contact: Yvette Bowen
Phone: 612-276-1816
www.ziprecruiter.com

Indeed.com

TVJobs.com
Contact: Mark Holloway
P.O. Box 4116
Oceanside, CA 92052
Phone: 760-754-8177

Job Service of North Dakota
Contact: Business Services – Brenda or Julie
1350 32nd Street SW
Fargo, ND 58103
Phone: 239-7300
<https://www.ndworkforceconnection.com/vosnet/Default.aspx>

Minnesota State Community & Technical College
Contact: Jennifer Labish
1900 28th Avenue South
Moorhead, MN 56560
Phone: 218-236-6277
Fax: 218-299-6584
<https://careers.minnesota.edu/>

NDSCS
Contact: Michelle, Career Services 701-671-2258
800 6th Street North
Wahpeton, ND 58076
Phone: 1-800-342-4325
https://ndsu-csm.symplicity.com/employers/index.php?ss=archived&_ksl=1&mode=list&s=jobs

Sanford–Brown College
Contact: Carol
1440 Northland Drive
Mendota Heights, MN 55120
Phone: 651-905-3499

North Dakota State University – to post on site must need 4 yr degree
Contact: Karen Thoreson
kthoreson@ndsu.org
1301 12th Avenue North
Fargo, ND 58102
Phone: 701-231-8464
Fax: 701-231-8756

University of North Dakota
Contact: Mark Thompson
markthompson@mail.und.nodak.edu
Grand Forks, ND 58201
Phone: 701-777-2011
Fax: 701-777-3904

Globe University
Contact: Bridget Hoffman
bhoffman@msbcollege.edu
2777 34th St S
Moorhead, MN 56560
<http://careerconnect.globeuniversity.edu/>

Minnesota State University Moorhead – to post on site must need 4 yr degree
Contact: Career Center
hval@mnstate.edu
1104 7th Avenue South
Moorhead, MN 56560
Phone: 218-477-2011
<http://www.mnstate.edu/career/employers.aspx>

Concordia College
Contact: Renée
901 S. 8th Street
Moorhead, MN 56560
Phone: 218-299-4321
<https://www.concordiacollege.edu/directories/offices-services/career-center/for-employers/>

Minnesota Broadcasters Association
Contact: Webmaster
3033 Excelsior Blvd., Suite 301
Minneapolis, MN 55416
Phone: 612-926-8123

North Dakota Broadcasters Association
Contact: Beth Helfrich
E-mail: bethh@ndba.org
P.O. Box 3178
Bismarck, ND 58502
Phone: 701-258-1332

Medialine.com
Contact: Mark Shilstone
mark@medialine.com
P.O. Box 51909
Pacific Grove, CA 93950
Phone: 1-800-237-8073

Northland Community and Technical College
Thief River Falls/East Grand Forks
Contact: Tyler Beckman – email ad
tyler.beckman@northlandcollege.edu
218-683-8560
1101 Highway One E
Thief River Falls, MN 56701
Phone: 1-800-959-6282
Fax: 218-681-0774

Fond Du Lac College
Contact: Louise Lind – email ad
E-mail: llind@fdltcc.edu
2101 14th Street
Cloquet, MN 55720
Phone: 218-879-0800

Urban League
Contact: Tnanita Woodall – email ad
twoodall@mul.org
2100 Plymouth Avenue N
Minneapolis, MN 55411
Phone: 612-302-3123

TV Technology
Contact: Michelle Inderrieden – email ad
mInderrieden@nbmedia.com
5827 Columbia Pike, 3rd Floor
Falls Church, VA 22041
Phone: 212-378-0400 x523

Broadcasting & Cable – email ad
Contact: Zach Kalish
zkalish@nbmedia.com
360 Park Avenue
New York, NY 10010
Phone: 917-331-9498

Broadcast Engineering
Contact: Teri Rivas – email ad
Teri.Rivas@penton.com
Phone: 772-219-7796
Fax: 913-514-3684

Better Fargo Jobs
\$199.00 per job per 30 days
Betterfargojobs.com