

EEO Public File Report  
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV  
December 1, 2013 – December 1, 2014

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

Master Control Operator, January, 2014

Recruitment resources used included: KVRR.com, Jobshq.com, TVJobs.com, MN State Community & Technical College, NDSCS, Brown College, NDSU, UND, Globe University, MSUM, Concordia College, Northland Community & Technical College, Fond Du Lac College, Urban League, North Dakota Broadcasters, and Minnesota Broadcasters. 5 people were interviewed. 3 applied from ad on KVRR.com, 1 from TVJobs.com, and 1 by word of mouth. Hiree came from word of mouth.

National Sales Manager, February, 2014

Recruitment resources used included: KVRR.com, KQDS.com, KDLT.com, Fargo Forum, Argus Leader, Duluth News Tribune, Minneapolis Star Tribune, TVJobs.com, Job Service ND, MN State Community & Technical College, NDSCS, Brown College, UND, Globe University, MSUM, Concordia College, Northland Community & Technical College, Fond Du Lac College, Urban League, Medialine, North Dakota Broadcasters, Minnesota Broadcasters, Broadcast & Cable, MN Work Force Center, RBR.com, UM Duluth, UM Superior, Augustana College, Black Hills State University, Dakota State University, Dakota Wesleyan University, Kilian Community College, Mn State University, MN West, Minot St University, Northern St University, SD Broadcasters, SD Career Center, SD School of Mines, SiouxFallsHelpWanted.com, Southeast Technical Institute, USD, Valley City St University. 6 people were interviewed. 2 applied by word of mouth, 2 Broadcast & Cable, and 2 National Rep firm. Hiree came from word of mouth.

TV News Photographer, March, 2014

Recruitment resources used included: KVRR.com, KQDS.com, KDLT.com, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Globe University, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, and North Dakota Broadcasters Association. 1 person was interviewed. Applied by word of mouth. Hiree came from word of mouth.

Production/Master Control Operator, March, 2014

Recruitment resources used included: KVRR.com, Fargo Forum, Jobshq.com, TVJobs.com, MSCTC, NDSCS, Brown College, NDSU, UND, Globe University, MSUM, Concordia College, Northland Community & Technical College, Fond Du Lac College, Urban League, Minnesota Broadcasters Association, North Dakota Broadcasters Association. 8 people were interviewed. 1 applied from ad on Jobshq.com and 7 by word of mouth. Hiree came from word of mouth.

TV Sports Reporter, April, 2014

Recruitment resources used included: Fargo Forum, Grand Forks Herald, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Globe University, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Fond Du Lac College, Urban League, Medialine.com. 4 people were interviewed. 2 applied from ad on TVJobs.com and 2 by word of mouth. Hiree came from word of mouth.

News Director, May, 2014

Recruitment resources used included: KVRr.com, KQDS.com, KDLT.com, Fargo Forum, Argus Leader, Duluth News Tribune, Minneapolis Star Tribune, TVJobs.com, Job Service ND, MN State Community & Technical College, NDSCS, Brown College, UND, Globe University, MSUM, Concordia College, Northland Community & Technical College, Fond Du Lac College, Urban League, Medialine, North Dakota Broadcasters, Minnesota Broadcasters, Spots n Dots. 1 person was interviewed. Applied by word of mouth. Hiree came from word of mouth.

Local Sales Manager, June, 2014

Recruitment resources used included: KVRr.com, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Globe University, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Medialine, Fond Du Lac College, Urban League, Spots n Dots. 3 people were interviewed. 1 applied from ad in Forum and 2 by word of mouth. Hiree came from word of mouth.

General Assignment Reporter, June, 2014

Recruitment resources used included: TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Globe University, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Medialine, Fond Du Lac College, Urban League, Medialine.com. 3 people were interviewed. All applied from TVJobs.com. Hiree was TVJobs.com.

Office Assistant, July, 2014

Recruitment resources used included: KVRr.com, Fargo Forum, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Globe University, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Medialine, Fond Du Lac College, Urban League. 17 people were interviewed. 10 applied from Jobshq.com and 7 from Job Service. Hirees were 2 from Jobshq.com and 3 from Job Service

Account Executive, July, 2014

Recruitment resources used included: KVRr.com, TVJobs.com, Job Service ND, MSCTC, NDSCS, Sanford-Brown College, NDSU, UND, Globe University, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Fond Du Lac College, Urban League. 2 people were interviewed. Both heard by word of mouth. Hiree was from word of mouth.

Weekend News Anchor/Weekday Reporter, August, 2014

Recruitment resources used included: KVRr.com, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, UND, Globe University, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Fond Du Lac College, Urban League, Medialine.com. 3 people were interviewed. All applied from TVJobs.com. Hiree heard about job on TVJobs.com.

During the period of December 1, 2013-December 1, 2014 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2013-December 1, 2014

JobsHQ.com	11
Word of Mouth	18
TV Jobs	9
KVRR website	3
Broadcast & Cable	2
National Rep Firm	2
Job Service	7
Forum	1

December 1, 2013 – December 1, 2014

#### Station Outreach Initiatives:

#### Undergraduate Internships:

KVRR has participated in three internship programs during the past year with Northwestern University, Minnesota State University Moorhead, and Calvin College. These college students are enrolled in communication and journalism college programs. Students who participate, work at the station anywhere from 10 to 30 hours per week. Students participate in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive complete knowledge in the operation of newsroom equipment such as cameras, editing machines, audio boards, teleprompters, newsroom computer system, and other such equipment. All students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

#### Employee Training:

KVRR does various training within departments throughout our company group ownership. Department heads are asked to travel to various locations to help in the training and practices implemented with the group ownership. A mentoring program is explained during the hiring process to encourage individuals to gain knowledge of the group ownership for the possibility of future promotions with the company group.

#### Recruitment:

KVRR also recruits and employs college students during the winter and summer college breaks. KVRR encourages all part time employees to shadow other fellow department heads and employees in other areas of the building. KVRR employed four part time individuals this past school year for extra hours needed during summer vacations and holiday breaks.

KVRR-TV's News Director attended Moorhead Citizens Police Academy. This ten week program allowed for hands on experience learning all aspects of the Moorhead Police Department. Activities included: SWAT, K-9 Units, shooting a gun, computer crimes, DWI arrests, traffic stops, and much more. This was a great way to gather story ideas and meet influential people within the community. News Director also participates in community programs to recruit students.

KVRR-TV's Chief Meteorologist, Rob Kupec, conducted a monthly weather talk for new Americans at Lutheran Social Services explaining weather patterns, trends, etc. Each month Rob participated at various locations spreading the word of "weather." These included the following:

February; Moorhead Explorers group – conducted a station tour and held a seminar  
March; Teen Certification class for Northern Cass High School  
May; Judge for a science class project at Horizon Middle School and taught a media workshop for Tri-College New Leadership and gave feedback on their mock press conference.  
June; Live from Oakes, ND for the Oakes Irrigation Days, master of ceremonies for Mr./Ms. Oakes; Conducted a seminar on the history of Comstock Neighborhood for elementary school teachers;

September; Conducted a community education class on Comstock Neighborhood  
October; Conducted a weather talk for the 2<sup>nd</sup> Grade Glyndon Elementary students

#### Management Training:

All managers and department heads 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 updating their files in which to better educate their department heads and various individuals within the company. Teleconferences are held for individual questions regarding these issues.