

EEO Public File Report  
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV  
December 1, 2021 – December 1, 2022

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

Weekend Anchor/Reporter 1/17/2022

KVRR.com, Valparaiso University, Minnesota State University Moorhead, University of North Dakota, University of Miami, University of Wisconsin Oshkosh, Cornell University, Bates College, Johns Hopkins University, Luther College, University of Delaware, TV Jobs.com North Dakota Broadcasters Association, Minnesota Broadcasters Association, IPR Connect, Indeed.com  
Three applicants were interviewed for this position. One was found on YouTube, one through LinkedIn, and one was a reference. Employee hired by reference.

Weekend Meteorologist 1/10/2022

KVRR.com, Indeed.com, Minnesota State Community & Technical College, IPR, ND Job Service, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Northland College, Facebook, LinkedIn  
Six applicants were interviewed for this position. Three found by LinkedIn, Two found on KVRR website, 1 former intern. Employee hired by LinkedIn.

News Director 5/1/2022

Indeed.com

Two individuals were interviewed for the position who were currently on staff. Employee hired was an internal promotion.

Meteorologist 6/20/2022

KVRR.com, Ziprecruiter, Job Bank, Minnesota Broadcasters Association, Indeed.com  
Three applicants were interviewed for this position. One by email, one was a reference, 1 was on Indeed.com. Employee hired was through Indeed.com.

Chief Meteorologist 10/16/2022

KVRR.com, Facebook, Indeed.com, TV Jobs, Ziprecruiter, LinkedIn  
Two individuals were interviewed. One was through Indeed and one was found on LinkedIn. Employee hired was through LinkedIn.

During the period of December 1, 2021– December 1, 2022 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2021 – December 1, 2022

|            |   |
|------------|---|
| Indeed.com | 2 |
| Email      | 1 |
| YouTube    | 1 |
| Linked In  | 5 |
| Referrals  | 2 |
| KVRR.com   | 2 |
| Intern     | 1 |
| Internal   | 2 |

**Recruitment Resources**  
**KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV**  
**December 1, 2021 - December 1, 2022**

ZipRecruiter.com  
Contact: Jeremiah Driggers  
Phone: 480-401-3974  
Phone: 877-252-1062  
[www.ziprecruiter.com](http://www.ziprecruiter.com)

Facebook – [www.Facebook.com](http://www.Facebook.com)

Handshake  
Contact: Renee  
901 8<sup>th</sup> Street S  
Moorhead, MN 56560  
Phone: 218-299-4321  
<https://app.joinhandshake.com/>  
Posts to: Bates College, Cornell University, John Hopkins College, Luther College,  
MSUM, University of Delaware, University of Idaho, University of Indianapolis,  
University of Miami, UND, University of Wisconsin Oshkosh, Valparaiso University,

Indeed – [www.indeed.com](http://www.indeed.com)

IPR Career Connect  
Contact: Diana Welter  
[dwelter@ipr.edu](mailto:dwelter@ipr.edu)  
<http://iprcareerconnect.mysmartjobboard.com/login/>

Job Bank  
Email: [jobbankadmin@emmyonline.tv](mailto:jobbankadmin@emmyonline.tv)  
[www.jobbank.emmyonline.org/index.php](http://www.jobbank.emmyonline.org/index.php)

Job Service of North Dakota  
Contact: Business Services - Brenda or Julie  
1350 32<sup>nd</sup> Street SW  
Fargo, ND 58103  
Phone: 701-239-7300  
Email: [infojsfg@nd.gov](mailto:infojsfg@nd.gov)  
<https://www.ndworkforceconnection.com/vosnet/default.aspx>

KVRR – [www.kvrr.com](http://www.kvrr.com)

Minnesota Broadcasters Association  
Contact: Tim Hyde  
401 N. Third Street, Suite 370  
Minneapolis, MN 55401  
Phone: 612-926-8123 - [Tim.hyde@minnesotabroadcasters.com](mailto:Tim.hyde@minnesotabroadcasters.com)

Minnesota State Community & Technical College

Contact: Jennifer Labish

1900 28th Avenue South

Moorhead, MN 56560

Phone: 218-236-6277 Fax: 218-299-6584

[www.collegecentral.com/minnesota](http://www.collegecentral.com/minnesota)

North Dakota Broadcasters Association

Contact: Beth Helfrich

P. O. Box 3178

Bismarck, ND 58502

Phone: 701-258-1332

Email: [bethh@ndba.org](mailto:bethh@ndba.org)

Northland Community and Technical College Thief River Falls/East Grand Forks

Contact: Lynn McGlynn

1101 Highway One E

Thief River Falls, MN 56701

Phone: 218-683-8560/1-800-959-6282 Fax: 218-681-0774

Email: [lynn.mcglynn@northlandcollege.edu](mailto:lynn.mcglynn@northlandcollege.edu)

TV Jobs

Contact: Mark Holloway

P.O. Box 4116

Oceanside, CA 92052

Phone: 760-754-8177 [www.tvjobs.com](http://www.tvjobs.com)

YouTube – [www.youtube.com](http://www.youtube.com)

LinkedIn – [www.linkedin.com](http://www.linkedin.com)

December 1, 2021 – December 1, 2022

KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV Station Outreach Initiatives:

Employee Training:

KVRR-TV 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. Virtual discussions via Zoom and Skype frequently occur when travel is not possible. Employee cross training occurs within each department allowing for employee growth and advancement. Encouragement is given to all employees regarding career advancement within group ownership.

KVRR-TV News Director attended an online seminar about reporting on suicide held by the American Foundation for Suicide Prevention of North Dakota on February 4, 2022. We provided handouts and discussion for staff to shape our coverage of suicides. Information and discussion was also held with our team at KQDS-TV; Duluth, MN.

Engineering Management team attended the engineering webinar held on February 15, 2022 regarding discussion and helpful information related to the situations that create problem with varying sound levels between elements of radio and television programming.

COO/General Manager and Sales Management of KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN attended the Political Broadcasting Webinar on February 24, 2022. Helpful information relating to political dos and don'ts was shared and discussed with the management team.

KVRR-TV News Director attended an online webinar regarding Gun Laws presented by the Minnesota Broadcasters Association on July 11, 2022. Information and discussion was held with news team members.

COO/General Manager and engineering staff attended the online seminar regarding EAS requirements and the Alternative Broadcast Inspection Program July 21, 2022 through North Dakota Broadcast Association covering both KVRR-TV and KQDS-TV.

COO/General Manager attended an online seminar focused on recruitment held by the Michigan Association of Broadcasters on September 15, 2022. Helpful information was passed along to department leaders.

COO/General Manager and Sales Management of KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN attended the online webinar "Allowing Yourself to Be an Average Broadcast Seller is a Formula for Failure" held on October 11, 2022. Information presented was discussed in our weekly sales meetings to help push salespeople into better communication with their clients and the changing environment of selling since COVID.

## Recruitment:

KVRR-TV News Director is involved with the Communications Department at North Dakota State University and Minnesota State University Moorhead actively recruiting journalism students for KVRR; Fargo, ND, and KQDS; Duluth, MN. He is a board member of the communications advisory board. He attends live newscasts at both Universities to aid in providing critiques on presentation and other items regarding journalism.

KVRR-TV News Director is involved with the West Fargo/Fargo Graphic Advisory Committee and serves as a board member. The committee meets twice a year to aid the West Fargo/Fargo school districts define their communications programs to improve employment opportunities for graduating seniors.

KVRR-TV News Director has a close connection to the advisors of several Universities which include University of Minnesota, University of Maryland, DePaul University Chicago, University of Wisconsin-Madison, University of Wisconsin-Milwaukee, Marquette University, Minot State, Ball State University, University of Southern California actively recruiting students for KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN.

KVRR-TV News Director is the adjunct professor for COMM400, "Issues & Ethics" at Minnesota State University Moorhead. He taught the class in Spring of 2022.

Red River Broadcast Corporate News Director is a former instructor at the University of Minnesota's Hubbard School of Journalism and Mass Communication and maintains contacts there as well as with the Broadcast Journalism Departments at St. Cloud State University, University of Minnesota, and University of St. Thomas actively recruiting journalism students. LinkedIn and YouTube continue to be utilized as recruiting tools seeking individuals who are either about to graduate and are looking for their first job in broadcast journalism or other individuals looking to move up in their career. We actively search YouTube for journalists who have recently posted their demo reels.

KVRR-TV news team and staff participated in the Coats for Kids drive in conjunction with the Salvation Army April 23 – May 6, 2022.

KVRR-TV news team participated with multiple organizations including Vitalant Blood Services, American Heart Association, Big Brother Big Sister, Juvenile Diabetes Research Foundation, Great Plains Food Pantry. Morning news team is involved in our local honor flight program. A weekly morning news segment is produced entitled "Pet Connection" featuring pets for adoption with local and regional animal shelters.

KVRR-TV participated in one news/weather internship from the University of North Dakota. The student receives hands on training in reporting, writing, editing, weather, news production.

KVRR-TV continues to expand their recruitment resources by posting jobs on LinkedIn, Betterteam.

KVRR-TV News Director serves as the Region 6 Director covering the states of North Dakota, Minnesota, South Dakota, Wisconsin, and Iowa for the Society of Professional Journalists. As Director he is both training and recruiting journalism professionals/students, and presenting sessions on ethics in journalism. The event was held in Minneapolis, MN April 1-2, 2022. Recruiting was done on behalf of KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN.

KVRR-TV News Director attended an event held at North Dakota State University in conjunction with their communications department. The Comm Day event was held on February 17, 2022 on the campus of North Dakota State University. Undergraduate students were in attendance and topics covered were the importance of an internship, how to prepare for an effective interview done virtually. Recruiting was done on behalf of KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN.

KVRR-TV News Director participated in the Editor's Roundtable on Prairie Public Radio on April 29, 2022. He was one of several news managers discussing issues specific to North Dakota.

KVRR-TV Management team attended the Minnesota State University Moorhead Career Fair event held on April 5, 2022. We visited with students about our job positions open at both KVRR-TV; Fargo, ND and KQDS-TV; MN. A great networking event to explain and encourage students about the broadcast television business.

KVRR-TV Management team attended the Job Service North Dakota 2022 Fall Job Fair held on October 6, 2022. Recruitment was done on behalf of KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN.

KQDS-TV News Director is a member of the Media Studies Advisory Committee at Lake Superior College in Duluth, MN representing KQDS-TV; Duluth, MN; and KVRR-TV; Fargo, ND. This committee includes a group of people from media, business and education who give input and stay informed about the happenings in the LSC Media Studies program.

KQDS-TV News Director attended and represented KQDS-TV; Duluth, MN and KVRR-TV; Fargo, ND at a Mesabi Range College Advisory Board meeting virtually on March 30, 2022. Beyond board members, this meeting also included people from several area business and education entities. One of the big goals was to provide feedback to better help Mesabi prepare students for internships and jobs in media. Another focus was brainstorming ways to keep the program performing the best it can in teaching students the skills necessary to succeed in the modern workforce.

KQDS-TV News Director is involved with the Communications Department at Minnesota State University, Western Illinois University, University of Wisconsin-Superior, University of Wisconsin-Eau Claire, University of Minnesota-Duluth, Lake Superior College, and Mesabi Range College actively recruiting journalism students via personal connections with faculty for potential future employment with KQDS-TV; Duluth, MN and KVRR-TV; Fargo, ND.

KQDS-TV News Director is a member of the Advisory Board at Mesabi Range College representing KQDS-TV; Duluth, MN and KVRR-TV; Fargo, ND. This is a two year college with campus locations at Eveleth and Virginia, MN. Several new campus locations will be joining this educational system very soon as the college undergoes a name change and expansion. As a member of the advisory board the News Director has an opportunity to speak to college students, provide input to college leaders about classroom curriculum and host station tours for students.

KQDS-TV News Director is part of a select group of individuals in communication and academic fields providing guidance to the University of Wisconsin-Superior as the school plans to expand its multimedia journalism program and course offerings. Membership in this outreach advisory board involves providing feedback and opinions about potential future structure of this program at the university as this approved new department at the university continues to evolve. It also involves guidance for creating future internship and career opportunities for students enrolled in multimedia journalism classes who are interested in pursuing related careers with KQDS-TV; Duluth, MN and KVRR-TV; Fargo, ND.