

EEO Public File Report
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV
December 1, 2012 – December 1, 2013

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

Weekday Anchor/Producer, January, 2013

Recruitment resources used included: Fargo Forum, Grand Forks Herald, Bismarck Tribune, Duluth News Tribune, TVJobs.com, Job Service ND, North Dakota Broadcasters, Minnesota Broadcasters, NDSU, UND, MSUM, MSCTC, NDSCS, Brown College, Minnesota School of Business, Concordia College, Northland Community & Technical College. Two people were interviewed. Both heard by word of mouth. Hiree came from word of mouth.

Weekend News Anchor-Weekday Reporter, January, 2013

Recruitment resources used included: Fargo Forum, Grand Forks Herald, Bismarck Tribune, Duluth News Tribune, TVJobs.com, Job Service ND, North Dakota Broadcasters, Minnesota Broadcasters, NDSU, UND, MSUM, MSCTC, NDSCS, Brown College, Minnesota School of Business, Concordia College, Northland Community & Technical College, Fond Du Lac College, Urban League, Medialine.com. Three people were interviewed. All heard by word of mouth. Hiree came from word of mouth.

Chief Meteorologist, January, 2013

Recruitment resources used included: Fargo Forum, Grand Forks Herald, Bismarck Tribune, Duluth News Tribune, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Minnesota School of Business, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Fond Du Lac College, Urban League, Medialine.com. Three people were interviewed. All heard by word of mouth. Hiree came from word of mouth.

Reporter/Photographer, January, 2013

Recruitment resources used included: Fargo Forum, Grand Forks Herald, Bismarck Tribune, Duluth News Tribune, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Minnesota School of Business, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Broadcast Engineering, Fond Du Lac College, Urban League, Medialine.com. One person was interviewed. Heard about job by word of mouth. Hiree came from word of mouth.

General Assignment Reporter, February, March, April, 2013

Recruitment resources used included: Fargo Forum, Grand Forks Herald, Bismarck Tribune, Duluth News Tribune, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Minnesota School of Business, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Fond Du Lac College, Urban League, Medialine.com. Ten people were interviewed. 7 applied from ad on TVJobs.com and three heard of job by word of mouth. 3 people were hired, one heard about the job on TVJobs.com and two were word of mouth.

Broadcast Tech, June, 2013

Recruitment resources used included: KVRR website, Fargo Forum. Grand Forks Herald, Bismarck Tribune, Minneapolis Star Tribune, 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, TV Technology, Broadcast Engineering, Broadcasting & Cable, Fond Du Lac College, Urban League, Medialine.com. Three people were interviewed. All applied from ad on JobsHQ. Hiree found job on JobsHQ.

TV Sports Reporter, July, 2013

Recruitment resources used included: Fargo Forum. Grand Forks Herald, Bismarck Tribune, 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. Four people were interviewed. Two applied from TVJobs.com and two by word of mouth. Hiree heard about job on TVJobs.com.

Weekday News Anchor/Producer, August, 2013

Recruitment resources used included: Fargo Forum. Grand Forks Herald, Bismarck Tribune, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, MN School of Business, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Fond Du Lac College, Urban League, Medialine.com. Three people were interviewed. One applied from TVJobs.com and two by word of mouth. Hiree was word of mouth.

Weekend News Anchor/Weekday Reporter, August, 2013

Recruitment resources used included: Fargo Forum. Grand Forks Herald, Bismarck Tribune, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, MN School of Business, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Fond Du Lac College, Urban League, Medialine.com. Five people were interviewed. One applied from TVJobs.com and four by word of mouth. Hiree heard about job on TVJobs.com.

During the period of December 1, 2012-December 1, 2013 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2012-December 1, 2013

JobsHQ.com	3
Word of Mouth	20
TV Jobs	11

December 1, 2012 – December 1, 2013

Station Outreach Initiatives:

Undergraduate Internships:

KVRR has participated in three internship programs during the past year with Northwestern University and Minnesota State University Moorhead. 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.

KVRR has participated in 2 internships during the past year with UND and Minnesota State University Moorhead. These college students were enrolled in the Atmospheric Science Programs and emphasized their internship with our Chief Meteorologist. These students received complete knowledge of the operation of our computer weather system, they were involved in forecasting, worked in front of the green screen, and did live weather newscasts.

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 teaches mass communications and journalism at Minnesota State University Moorhead every week during the year. At such time he does heavy recruitment for the station for all part time employees to work in the newsroom.

KVRR-TV's Chief Meteorologist held six weather seminars for Lutheran Social Services for New Americans coming to Fargo, explaining weather patterns, trends, etc. He also held a weather seminar at the Fort Ransom State Park as well as 2 seminars for the Oakes Park Dept in Oakes, ND. One of the seminars was held for children again recruiting and explaining weather trends and patterns.

KVRR-TV's Sales Manager teaches a mass communications course relating to sales at Minnesota State University Moorhead. During those class sessions he recruits individuals for the sales, traffic, and news departments.

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.

Recruitment Resources

KVRR.com – website

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: Janet Pank

200 S. Minnesota

Sioux Falls, SD 57104

Phone: 605-367-7400

Star Tribune

Contact: Sharon Blomgren

sharon.blomgren@startribune.com 612-673-7243

425 Portland Avenue

Minneapolis, MN 55411

Phone: 612-673-4000

Fax: 612-673-7780

Minnesota State Community & Technical College

Contact: Jennifer Labish

1900 28th Avenue South

Moorhead, MN 56560

Phone: 218-236-6277

Fax: 218-299-6584

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

Job Service of North Dakota

Contact: Business Services – Brenda or Julie

1350 32nd Street SW

Fargo, ND 58103

Phone: 239-7300

NDSCS

Contact: Michelle, Career Services 701-671-2258

800 6th Street North

Wahpeton, ND 58076

Phone: 1-800-342-4325

Brown College

Contact: Carol

1440 Northland Drive

Mendota Heights, MN 55120

Phone: 651-905-3499

North Dakota State University

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

Minnesota State University Moorhead
Contact: Career Center
hval@mnstate.edu
1104 7th Avenue South
Moorhead, MN 56560
Phone: 218-477-2011

Concordia College
Contact: Renée
901 S. 8th Street
Moorhead, MN 56560
Phone: 218-299-4321

Northland Community and Technical College
Thief River Falls
Contact: Dean Dalen
dean.dalen@northlandcollege.edu
1101 Highway One E
Thief River Falls, MN 56701
Phone: 1-800-959-6282
Fax: 218-681-0774

East Grand Forks
Contact: Dean Dalen
dean.dalen@northlandcollege.edu
2022 Central Ave NE
East Grand Forks, MN 56721
Phone: 1-800-451-3441
Fax: 218-773-4502

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

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

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

Urban League

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

Broadcast Engineering

Contact: Teri Rivas
Teri.Rivas@penton.com
Phone: 772-219-7796

Broadcasting & Cable

Contact: Yuki Atsumi
360 Park Avenue
New York, NY 10010
Phone: 646-746-6949

TV Technology

Contact: Michelle Irderrieden
mIrderrieden@nbmedia.com
5827 Columbia Pike, 3rd Floor
Falls Church, VA 22041
Phone: 212-378-0400 x52