

KVLY-TV
EEO Public File Report
6/13/14 - 11/30/14*

I. Vacancy List

Position	Job Title	Date Filled	Source which Referred Interviewee	Number of Interviews Per Source	Hiree Referral Source	Sources (RS) Used to Fill Vacancy - See Section II
1	Assignment Manager	6/24/2014	Referral	1	Referral	1, 3, 4, 8
2	Account Executive	7/30/2014	Valley News Live website Referral	3 3	Referral	1, 2, 3, 4, 6, 8, 11
3	Director	9/8/2014	Internal Candidate Staff Referral	1 1	Internal Candidate	1, 2, 3, 4, 6, 8
4	Writer/Editor/Videographer	9/22/2014	Internal Candidate Valley News Live website On air ad	3 2 1	Internal Candidate	1, 2, 3, 4, 5, 6, 7, 9
5	News Producer	10/22/2014	Internal Candidate TVJobs.com Valley News Live website	1 4 1	Valley News Live website	1, 3, 4, 6, 9
6	Director/Master Control	11/3/2014	Internal Candidate Valley News Live website	1 1	Internal Candidate	1, 2, 3, 4, 6
7	Photojournalist	11/17/2014	Internal Candidate TVJobs.com	1 1	Internal Candidate	1, 2, 3, 4, 6, 9
8	Reporter/Multimedia Journalist	11/20/2014	Internal Candidate	2	Internal Candidate	1, 2, 3, 4, 6, 9

*KVLY-TV was acquired by Gray Television Licensee, LLC on June 13, 2014.
Therefore this report covers the time period of June 13, 2014 - November 30, 2014.

KVLY-TV
EEO Public File Report
6/13/14 - 11/30/14*

II. Master Recruitment Source List (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	Number of Interviewees Referred by RS over reporting period
1	Internal Posting KVLY-TV/Current KVLY Employees 1350 21st Avenue South Fargo, ND 58103	N	9
2	MBA Job Bank minnesotabroadcasters.com 3303 Excelsior Blvd Minneapolis, MN 55416	N	0
3	TVJobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	5
4	Broadcast Compliance Services (posting service) 1700 Rockville Pike Suite 400 Rockville MD 20852 This source distributes each job posting to between 100 - 336 additional sources	N	0
5	Concordia College Career Center (218) 299-3020 901 8th Street South Moorhead, MN 56560	N	0
6	Valley News Live Website 1350 21st Avenue South Fargo, ND 58103	N	7
7	KVLY-TV On-air ad	N	1
8	Staff Referrals/Referrals from other sources KVLY-TV 1350 21st Avenue South Fargo, ND 58103	N	5
9	Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	0
10	KVLY-TV Intern Program KVLY-TV 1350 21st Avenue South Fargo, ND 58103	N	0
11	Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507	N	0
Total interviewees over 12-month period			27

*KVLY-TV was acquired by Gray Television Licensee, LLC on June 13, 2014.
Therefore this report covers the time period of June 13, 2014 - November 30, 2014.

KVLY-TV
EEO Public File Report
6/13/14 - 11/30/14*

III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Internship Program	<p>KVLY maintains an internship program designed to assist members of the community in acquiring skills needed for employment in the broadcast industry.</p> <p>Spring/Summer 2014 - KVLY hosted three interns.</p> <p>Two Weather Department interns from the University of North Dakota; supervised by Chief Meteorologist and News Director.</p> <p>One News Department intern from Minnesota State University Moorhead; supervised by News Director.</p>
2	Outreach Appearances	<p>Station personnel made several appearances throughout the year to further disseminate information about employment opportunities to members of the community.</p> <p>Station personnel often host students wishing to learn more about certain jobs in the broadcasting industry (job shadowing).</p> <p>Station appearances:</p> <p>Multimedia Journalist - spoke to North Dakota State University/Intro to Media/Communications students about the TV industry - 11/10/14.</p> <p>Assignment Manager - teacher for Minnesota State University Moorhead media writing class - Fall 2014.</p> <p>Anchor - spoke to Fargo North High School students for career day - 11/6/14.</p> <p>Chief Meteorologist - hosted a tour for University of North Dakota Meteorology class - 9/26/14.</p> <p>Chief Meteorologist - spoke to Fargo North High School students for career day - 11/6/14.</p>

*KVLY-TV was acquired by Gray Television Licensee, LLC on June 13, 2014.
Therefore this report covers the time period of June 13, 2014 - November 30, 2014.