

KVLY
EEO PUBLIC FILE REPORT
December 1, 2014 – November 30, 2015

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
News Producer	1,2,3,4	3
Operations Manager	1,2,3,4,6	6
News Producer	1,2,3,4,5,6,9,11	6
Sports Director	1,2,3,4,6,9	1
Director/Master Control	1,2,3,4,6	1
Multimedia Journalist	1,2,3,4,6,9,11	1
Producer/Reporter	1,2,3,4,6,9,11	3
Weekend Sports Reporter/Anchor	1,2,3,4,6,9,11	3
Director/Master Control	1,2,3,4,5,6,9,11	1
Director	1,2,3,4,6,7,9,11	1
Account Executive	1,2,3,4,6,7,8,9,11	8
Photojournalist/Multimedia Journalist	1,2,3,4,6,8,9,11	3
Multimedia Journalist	1,2,3,4,6,8,9,11	8
Creative Services Editor/Videographer	1,2,3,4,6,7,9,11	6

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Internal Posting KVLY-TV/Current KVLY Employees 1350 21 st Avenue South Fargo, ND 58103 701-237-5211	N	9
2	MBA Job Bank www.minnesotabroadcasters.com 3303 Excelsior Blvd. Minneapolis, MN 55416	N	1
3	www.TVJobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	15
4	Broadcast Compliance Services www.bcs.ok 1700 Rockville Pike Suite 400 Rockville, MD 20852 This source distributes each job posting to between 100-336 additional sources	N	1
5	Concordia College Career Center (218-299-3020) 901 8 th Street South Moorhead, MN 56560	N	0
6	Valley News Live Website www.valleynewslive.com 1350 21 st Avenue South Fargo, ND 58103	N	7
7	KVLY-TV On-air Ad	N	3
8	Staff Referrals/Referrals from other sources KVLY-TV (701-237-5211) 1350 21 st Avenue South Fargo, ND 58103	N	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Medialine www.medialine.com Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	0
10	KVLY-TV Intern Program (701-237-5211) www.valleynewslive.com 1350 21 st Avenue South Fargo, ND 58103	N	0
11	Job Service North Dakota www.jobsnd.com PO Box 5507 Bismarck, ND 58506-5507	N	0
12	North Dakota State University Career Center (701-231-7111) 1340 Administration Avenue Fargo, ND 58102	N	0
13	Minnesota State Community and Technical College Career Center (877-450-3322) 1900 28 th Avenue South Moorhead, MN 56560	N	0
14			
15			
16			
17			
18			
19			
20			
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			40

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship:	<p><i>KVLY maintains an internship program designed to assist members of the community in acquiring skills needed for employment in the broadcast industry.</i></p> <p>One Sports Department intern from Minnesota State University Moorhead, supervised by News Director/Sports Director.</p> <p>One News Department intern from University of Nebraska, supervised by News Director.</p> <p>One Sports Department intern from Concordia College, supervised by News Director/Sports Director.</p>
2	Outreach Appearances:	<p><i>Station personnel made appearances throughout the year to further disseminate information about employment opportunities to members of the community. Station personnel often host students wishing to learn more about certain jobs in the broadcasting industry.</i></p> <p>News Director spoke to a Broadcast News Class and Minnesota State University Moorhead on 4/15/15.</p> <p>Multimedia Journalist spoke to students in an Introduction to Media Class at North Dakota State University on 10/7/15.</p> <p>Anchor spoke to three classes at North Dakota State University's Career X Seminar on 10/29/15.</p>
3	Training:	<p>Jim Wareham, Angela Sauvageau, Wendy Bernier, Ike Walker, Ron Westrick, and Wes DesJardins attended a webinar provided by Gray's FCC Counsel, Joan Stewart of Wiley Rein about the FCC's EEO rules and regulations</p>
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