KVLY-TV EEO Public File Report 12/1/10 - 11/30/11

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	Anchor/Reporter	1/3/2011	Referrals	2	Referral	1-16
			Hoak Website	2		18
			Broadcast Image Group	1		20
2	Account Executive	1/3/2011	Internal Candidate	1	Referral	1-12
			Referrals	2		14-16
			ND Job Service	2		18
			Hoak Website	1		
3	Sports Director	1/24/2011	Internal Candidate	1	Referral	1-16
			Referrals	4		18
			TV Jobs.com	2		20
			Hoak Website	1		
4	Morning Producer	1/31/2011	Internal Candidate	1	Internal Candidate	1-16
			Referrals	1		18
			ND Job Service	2		20
5	Sales Assistant	2/28/2011	Referrals	1	Hoak Website	1-12
			Hoak Website	2		14-16
			ND Job Service	2		18-19
			KVLY-TV on air ad	1		
6	Photographer	2/28/2011	Referrals	1	Referral	1-12
	5 1					14-16
						18
7	General Manager	3/9/2011	Referrals	1	Media Staffing Network	12
	· ·		Media Staffing Network	7	, and the second	21
8	Multi Media Journalist	3/28/2011	Referrals	1	TVJobs.com	1-16
			Hoak Website	1		18
			Broadcast Image Group	1		20
9	Sports Photographer/	4/18/2011	Internal Candidate	1	Internal Candidate	1-16
	Reporter		TV Jobs.com	2		18
	•		Broadcast Compliance Service	1		
10	Account Executive	5/2/2011	Internal Candidate	1	Hoak Website	1-12
			Referrals	2		14-16
			Hoak Website	3		18-19
11 & 12	Multi Media Journalist	6/30/2011	Referrals	1	Hoak Website	1-16
		7/27/2011	TV Jobs.com	2	TVJobs.com	18
			Hoak Website	1		20
13	Sports Anchor/Reporter	7/26/2011	Referrals	1	Referral	1-16
			TV Jobs.com	1		18
			Hoak Website	2		20
14	Morning Anchor	8/15/2011	Referrals	1	Hoak Website	1-16
	=		Hoak Website	1		18
			Broadcast Image Group	2		20
15	Operations Manager	10/17/2011	Internal Candidate	2	Internal Candidate	1-12
						14-16
						18

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II. Master Recruitment Source List (MRSL)

		Source	Number of
		Entitled to	Interviewees
		Vacancy	Referred by RS
RS		Notification ?	over reporting
Number	RS Information	(Yes/No)	period
1	Internal Posting KVLY-TV/Current Hoak Employees	N	7
	1350 21st Avenue South		
	Fargo, ND 58103		
2	Concordia College	N	0
	Career Center (218) 299-3020		
	901 8th Street South		
	Moorhead, MN 56560		
3	Rural Minnesota Concentrated Employment Program	N	0
	Randy, contact (218) 287-5060		
	715 11th Street North, Suite 204		
	Moorhead, MN 56560		
4	Northland Community & Technical College	N	0
	Placement (218) 681-0701		
	1101 Highway One East		
	Thief River Falls, MN 56701		
5	NDSCS	N	0
	Placement, (701) 671-2529		
	800 North 6th Street		
	Wahpeton, ND 58076		
6	MBA Job Bank	N	0
	minnesotabraodcasters.com		
	3303 Excelsior Blvd		
	Minneapolis, MN 55416		
7	Team ND www.teamnd.org	N	0
	UND, Valley City State, Mayville State, Jamestown College,		
	University of Mary, Dickinson State, Minot State,		
	Bismarck State College		
8	KFYR-TV	N	0
	Tom Hertz, contact (701) 255-5757		
	PO Box 1738		
0	Bismarck, ND 58502	N.	0
9	KMOT-TV (704) 952 4404	N	0
	(701) 852-4101		
	PO Box 1120		
10	Minot, ND 58702 KQCD-TV	N	0
10		IN IN	U
	(701) 483-777 PO Box 1577		
	Dickinson, ND 58602		
11	KUMV-TV	N	0
11	(701) 572-4676	IN	J J
	PO Box 1287		
	Williston, ND 58802		
12	Staff Referrals/Referrals from other sources	N	18
12	וייין איייין	I IN	10

1350 21st Avenue South Fargo, ND 58103	Fargo, ND 58103 TV Jobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052 14 Gary James National Director of Placement Ohio/Illinois Centers for Broadcasting	N	
13	TV Jobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052 Gary James National Director of Placement Ohio/Illinois Centers for Broadcasting	N	
Broadcast Employment Services PO Box 416 Oceanside, CA 92052	Broadcast Employment Services PO Box 416 Oceanside, CA 92052 Gary James National Director of Placement Ohio/Illinois Centers for Broadcasting	N	
PO Box 416 Oceanside, CA 92052	PO Box 416 Oceanside, CA 92052 14 Gary James National Director of Placement Ohio/Illinois Centers for Broadcasting		0
Oceanside, CA 92052	Oceanside, CA 92052 14 Gary James National Director of Placement Ohio/Illinois Centers for Broadcasting		0
14 Gary James National Director of Placement Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 N 0 15 Hoak Media Corporation Corporation Sourcescent Court, Suite 220 Dallas, TX 75201 N 14 16 Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507 N 6 17 Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950 N 0 18 Broadcast Compliance Services (posting service) Nonciville Pike Suite 400 Rockville Pike Suite 400 Rockville Pike Suite 400 Rockville MD 20852 N 1 19 KVLY-TV On-air ad N 1 20 The Broadcast Image Group 7744 Broadway, Suite 100 San Antonio, Texas 78209 N 7 21 Media Staffing Network 150 East Huron Street #900 N 7	14 Gary James National Director of Placement Ohio/Illinois Centers for Broadcasting		0
Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Ohio/Illinois Centers for Broadcasting		0
9000 Sweet Valley Drive Valley View, OH 44125 15 Hoak Media Corporation Corporate Website Posting 500 Crescent Court, Suite 220 Dallas, TX 75201 16 Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507 17 Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950 18 Broadcast Compliance Services (posting service) 1700 Rockville Pike Suite 400 Rockville MD 20852 19 KVLY-TV On-air ad 20 The Broadcast Image Group 7744 Broadway, Suite 100 San Antonio, Texas 78209 21 Media Staffing Network 150 East Huron Street #900	· ·	N	
Valley View, OH 44125	9000 Sweet Valley Drive	N	
15		N	
Corporate Website Posting 500 Crescent Court, Suite 220 Dallas, TX 75201	Valley View, OH 44125	N	
500 Crescent Court, Suite 220 Dallas, TX 75201	15 Hoak Media Corporation		14
Dallas, TX 75201	Corporate Website Posting		
16	500 Crescent Court, Suite 220		
PO Box 5507 Bismarck, ND 58506-5507	Dallas, TX 75201		
Bismarck, ND 58506-5507	16 Job Service North Dakota	N	6
17 Medialine N 0 Mark Shilstone Box 51909 2 Pacific Grove, CA 93950 N 1 18 Broadcast Compliance Services (posting service) N 1 1700 Rockville Pike Suite 400 N 1 Rockville MD 20852 N 1 19 KVLY-TV N 1 On-air ad N 4 20 The Broadcast Image Group 7744 Broadway, Suite 100 San Antonio, Texas 78209 N 4 21 Media Staffing Network 150 East Huron Street #900 N 7	PO Box 5507		
Mark Shilstone Box 51909 Pacific Grove, CA 93950 18 Broadcast Compliance Services (posting service) N 1 1700 Rockville Pike Suite 400 N 1 Rockville MD 20852 N 1 19 KVLY-TV N 1 On-air ad N 4 20 The Broadcast Image Group 7744 Broadway, Suite 100 San Antonio, Texas 78209 N 4 21 Media Staffing Network 150 East Huron Street #900 N 7	Bismarck, ND 58506-5507		
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Pacific Grove, CA 93950 18 Broadcast Compliance Services (posting service) 1700 Rockville Pike Suite 400 Rockville MD 20852 19 KVLY-TV On-air ad 20 The Broadcast Image Group 7744 Broadway, Suite 100 San Antonio, Texas 78209 21 Media Staffing Network 150 East Huron Street #900	Mark Shilstone		
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1700 Rockville Pike Suite 400 Rockville MD 20852 19 KVLY-TV On-air ad 20 The Broadcast Image Group 7744 Broadway, Suite 100 San Antonio, Texas 78209 21 Media Staffing Network 150 East Huron Street #900	Pacific Grove, CA 93950		
Rockville MD 20852	18 Broadcast Compliance Services (posting service)	N	1
19 KVLY-TV On-air ad N 1 20 The Broadcast Image Group 7744 Broadway, Suite 100 San Antonio, Texas 78209 N 4 21 Media Staffing Network 150 East Huron Street #900 N 7	1700 Rockville Pike Suite 400		
On-air ad 20 The Broadcast Image Group	Rockville MD 20852		
20 The Broadcast Image Group N 4 7744 Broadway, Suite 100 San Antonio, Texas 78209 21 Media Staffing Network N 7 150 East Huron Street #900	19 KVLY-TV	N	1
7744 Broadway, Suite 100 San Antonio, Texas 78209 21 Media Staffing Network 150 East Huron Street #900	On-air ad		
San Antonio, Texas 78209 21 Media Staffing Network N 7 150 East Huron Street #900	20 The Broadcast Image Group	N	4
21 Media Staffing Network N 7 150 East Huron Street #900	7744 Broadway, Suite 100		
150 East Huron Street #900			
	21 Media Staffing Network	N	7
Chicago, IL 60611	150 East Huron Street #900		
	Chicago, IL 60611		

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III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Internship Program	KVLY maintains an internship program designed to assist members of the community in
		acquiring skills needed for employment in the broadcast industry.
2	Outreach Appearances	Station personnel made several 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 (job shadowing).