

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

**I. Vacancy List**

<b>Position</b>	<b>Job Title</b>	<b>Date Filled</b>	<b>Source which Referred Interviewee</b>	<b>Number of Interviews Per Source</b>	<b>Hiree Referral Source</b>	<b>Sources (RS) Used to Fill Vacancy - See Section II</b>
1	Anchor/Reporter	1/3/2011	Referrals Hoak Website Broadcast Image Group	2 2 1	Referral	1-16 18 20
2	Account Executive	1/3/2011	Internal Candidate Referrals ND Job Service Hoak Website	1 2 2 1	Referral	1-12 14-16 18
3	Sports Director	1/24/2011	Internal Candidate Referrals TV Jobs.com Hoak Website	1 4 2 1	Referral	1-16 18 20
4	Morning Producer	1/31/2011	Internal Candidate Referrals ND Job Service	1 1 2	Internal Candidate	1-16 18 20
5	Sales Assistant	2/28/2011	Referrals Hoak Website ND Job Service KVLY-TV on air ad	1 2 2 1	Hoak Website	1-12 14-16 18-19
6	Photographer	2/28/2011	Referrals	1	Referral	1-12 14-16 18
7	General Manager	3/9/2011	Referrals Media Staffing Network	1 7	Media Staffing Network	12 21
8	Multi Media Journalist	3/28/2011	Referrals Hoak Website Broadcast Image Group	1 1 1	TVJobs.com	1-16 18 20
9	Sports Photographer/Reporter	4/18/2011	Internal Candidate TV Jobs.com Broadcast Compliance Service	1 2 1	Internal Candidate	1-16 18
10	Account Executive	5/2/2011	Internal Candidate Referrals Hoak Website	1 2 3	Hoak Website	1-12 14-16 18-19
11 & 12	Multi Media Journalist	6/30/2011 7/27/2011	Referrals TV Jobs.com Hoak Website	1 2 1	Hoak Website TVJobs.com	1-16 18 20
13	Sports Anchor/Reporter	7/26/2011	Referrals TV Jobs.com Hoak Website	1 1 2	Referral	1-16 18 20
14	Morning Anchor	8/15/2011	Referrals Hoak Website Broadcast Image Group	1 1 2	Hoak Website	1-16 18 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)**

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

	KVLY-TV 1350 21st Avenue South Fargo, ND 58103		
13	TV Jobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	7
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 Corporate Website Posting 500 Crescent 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) 1700 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	4
21	Media Staffing Network 150 East Huron Street #900 Chicago, IL 60611	N	7
<b>Total interviewees over 12-month period</b>			<b>65</b>

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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).