

**KVLY**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2016 – November 30, 2017**

**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
Creative Service Producer	1,2,3,4,5,6,7,9,11,12,13,14,15,16	7
Assistant News Director	1,3,4,9,11	1
News Producer	1,3,4,5,9,11,12,14,15,16	1
Producer/Reporter	1,3,4,5,9,11,12,14,15,16,	1
Multimedia Journalist	1,3,4,5,6,8,9,11,12,14,15,16	8
6:30 POV Producer	1,3,4,8,9,11,12,14,15,16	8
AM News Producer	1,3,4,5,6,9,11,14,15,16	6
Multimedia Journalist	1,3,5,6,9,11,14,15, 17	17
Multimedia Journalist	1,3,4,5,6,9,14,15,16	6
Multimedia Journalist	1,3,4,5,6,9,11,12,14,15,16	6
6:30 POV Producer	1,3,4,5,9,11,14,15	1
AM Newscast Producer	1,3,4,5,9,11,14,15,16, 17	17
Multimedia Journalist	1,3,4,5,6,9,14,15,16, 17	17
AM News Producer	1,3,4,6,9,11	6
Associate Producer	1,3,4,5,6,9,11,14,15,16	6
Multimedia Journalist	1,3,4,5,9,11,14,15,16, 17	17
Multimedia Journalist	1,3,4,5,9,11, 17	17

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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 <sup>st</sup> Avenue South Fargo, ND 58103 701-237-5211	N	3
2	MBA Job Bank <a href="http://www.minnesotabroadcasters.com">www.minnesotabroadcasters.com</a> 3303 Excelsior Blvd. Minneapolis, MN 55416	N	0
3	<a href="http://www.TVJobs.com">www.TVJobs.com</a> Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	0
4	Broadcast Compliance Services <a href="http://www.bcs.ok">www.bcs.ok</a> 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 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a> Career Center (218-299-3020) 901 8 <sup>th</sup> Street South Moorhead, MN 56560	N	0
6	Valley News Live Website <a href="http://www.valleynewslive.com">www.valleynewslive.com</a> 1350 21 <sup>st</sup> Avenue South Fargo, ND 58103	N	17
7	KVLY-TV On-air Ad	N	1
8	Referral KVLY-TV (701-237-5211) 1350 21 <sup>st</sup> Avenue South Fargo, ND 58103	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Medialine <a href="http://www.medialine.com">www.medialine.com</a> Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	0
10	KVLY-TV Intern Program (701-237-5211) <a href="http://www.valleynewslive.com">www.valleynewslive.com</a> 1350 21 <sup>st</sup> Avenue South Fargo, ND 58103	N	0
11	Job Service North Dakota <a href="http://www.jobsnd.com">www.jobsnd.com</a> PO Box 5507 Bismarck, ND 58506-5507	N	0
12	North Dakota State University <a href="http://www.teamnd.org">www.teamnd.org</a> Career Center (701-231-7111) 1340 Administration Avenue Fargo, ND 58102	N	0
13	Minnesota State Community and Technical College <a href="http://www.careers.minnesota.edu">www.careers.minnesota.edu</a> Career Center (877-450-3322) 1900 28 <sup>th</sup> Avenue South Moorhead, MN 56560	N	0
14	North Dakota State College of Science <a href="http://www.myinterfase.com/ndscs/employer">www.myinterfase.com/ndscs/employer</a> Career Center (701-671-2258) 800 6 <sup>th</sup> Street North Wahpeton, ND 58076	N	0
15	Minnesota State University Moorhead <a href="http://www.mnstate.edu/dragonjobs">www.mnstate.edu/dragonjobs</a> Career Development Center (218)477-2131 1104 7 <sup>th</sup> Avenue South Moorhead, MN 56560	N	0
16	<i>University of North Dakota</i> <a href="http://www.myinterfase.com/und/employer">www.myinterfase.com/und/employer</a> <i>Career Services (701-777-3904)</i> <i>280 McCannel Hall</i> <i>Grand Forks, ND 58203</i>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	<i>You Tube</i> <a href="http://www.youtube.com">www.youtube.com</a> 901 Cherry Avenue San Bruno, CA 94066	N	8
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			34

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**III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
<b>1</b>	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><b>Weather Department intern from University of North Dakota (UND), supervised by News Director/Chief Meteorologist.</b></p> <p><b>Weather Department intern from University of North Dakota (UND), supervised by News Director/Chief Meteorologist.</b></p> <p><b>News Department intern from Minnesota State University Moorhead, supervised by News Director.</b></p>
<b>2</b>	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><b>Assignment Editor spoke to students in a Communications class at Minnesota State University Moorhead on January 25<sup>th</sup>, 2017.</b></p> <p><b>Assignment Editor spoke to students in the Campus News department on March 20, 2017.</b></p> <p><b>Assignment Editor spoke to a group planning the 50<sup>th</sup> Anniversary of the Moorhead State University Mass Communications Department on September 14<sup>th</sup>, 2017.</b></p>
<b>3</b>	Training:	<p><b>On March 23, 2017, FCC Equal Employment Opportunity Rules Webinar. Attended by Operations Manager and Office Manager</b></p>