

KVLY-TV
EEO Public File Report
12/1/07 - 11/30/08

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	Reporter/Photographer	12/3/2007	TV Jobs.com	3	Referral	1-7, 10-17, 19 - 20
			Referral	2		
2	Sports Reporter	1/14/2008	TV Jobs.com	1	Referral	1-7, 10-17, 19 - 20
			Referral	1		
			Hoak Media website posting	1		
3	Reporter	8/29/2008	Current Employee	1	Current Employee	1-8, 10-17, 19 - 20
			TV Jobs.com	1		
			Referral	1		

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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 Employees Charley Johnson, contact (701) 237-5211 1350 21st Avenue South Fargo, ND 58103	N	1
2	Minnesota State & Technical College Placement (218) 299-6503 1900 28th Avenue South Moorhead, MN 56560	N	0
3	Concordia College Career Center (218) 299-3020 901 8th Street South Moorhead, MN 56560	N	0
4	Workforce Center (218) 287-5060 715 11th Street North, Suite 201 Moorhead, MN 56560	N	0
5	Rural Minnesota Concentrated Employment Program Randy, contact (218) 287-5060 715 11th Street North, Suite 204 Moorhead, MN 56560	N	0
6	Northland Community & Technical College Placement (218) 681-0701 1101 Highway One East Thief River Falls, MN 56701	N	0
7	NDSCS Placement, (701) 671-2529 800 North 6th Street Wahpeton, ND 58076	N	0
8	The Forum Newspaper Classifieds, (701) 241-5500 101 5th Street North Fargo, ND 58102	N	0
9	Grand Forks Herald Newspaper Classifieds, (701) 780-1150 375 2nd Avenue Grand Forks, ND 58203	N	0
10	MBA Job Bank minnesotabroadcasters.com 3303 Excelsior Blvd Minneapolis, MN 55416	N	0
11	University of North Dakota Career Center, (701) 777-3904 Box 9014, Room 280, McCannel Hall Grand Forks, ND 58202	N	0

12	KFYR-TV Tom Hertz, contact (701) 255-5757 PO Box 1738 Bismarck, ND 58502	N	0
13	KMOT-TV (701) 852-4101 PO Box 1120 Minot, ND 58702	N	0
14	KQCD-TV (701) 483-777 PO Box 1577 Dickinson, ND 58602	N	0
15	KUMV-TV (701) 572-4676 PO Box 1287 Williston, ND 58802	N	0
16	Staff Referrals/Referrals from other sources KVLV-TV 1350 21st Avenue South Fargo, ND 58103	N	4
17	TV Jobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	5
18	Minnesota Broadcasters Job Fair minnesotabroadcasters.com 3303 Excelsior Blvd Minneapolis, MN 55416	N	0
19	Hoak Media Corporation Corporate Website Posting 500 Crescent Court, Suite 220 Dallas, TX 75201	N	1
20	Broadcast Compliance Services (posting service) 1700 Rockville Pike Suite 400 Rockville MD 20852	N	0
Total interviewees over 12-month period			11

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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>one sports intern - spring '08 two news interns - summer '08 one sales intern - fall '08</p>
2	Facility Tours	<p>Host tours of the KVLY facility throughout the year to various groups.</p> <p>These tours exposure members of the community to the broadcasting industry and the various employment opportunities available.</p> <p>On an average there are fifty tours per year.</p>
3	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>Scott P. - attended Fargo South High School Career Day - January 2008</p> <p>Jerimiah M. - NDSU ethics panel - April 2008 Media panel for non-profits - February 2008 Critiqued Campus News for the news reporting & producing classes at MSUM</p> <p>Charley J. - spoke to an NDSU communications class - November 2008</p> <p>Four UND students shadowed our reporters, photographers & producers - February 2008</p>
4	Job Fairs	<p>Jerimiah Moerke, News Director attended a job/internship fair at South Dakota State University in Brookings, SD on December 7, 2007. Met with eight potential intern/job candidates.</p> <p>Charley Johnson, General Manager attended a job fair at the Midwest Journalism Conference in Bloomington, MN on March 28, 2008. Met with thirteen potential job candidates.</p> <p>Jerimiah Moerke, News Director attended a job fair of the National Association of Hispanic Journalists held in Minneapolis, MN on April 5, 2008. Met with eight potential job candidates.</p> <p>Jerimiah Moerke, News Director represented KVLY-TV at the FargoDome's College Night in Fargo, ND on September 4, 2008. About three thousand students attended. Handed out information on internships and jobs to about fifty students.</p>