

KVLY-TV
EEO Public File Report
12/1/08 - 11/30/09

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	Account Executive	2/26/2009	Job Service of North Dakota	8 1 2	The Forum Newspaper Staff/Other Referrals Job Service of North Dakota	1-8, 10-16, 18-21
2	Account Executive	3/2/2009	Job Service of North Dakota same applicant pool for position 1 & 2	8 1 2	The Forum Newspaper Staff/Other Referrals Job Service of North Dakota	1-8, 10-16, 18-21
3	Sales Assistant	5/7/2009	Internal Posting/Spring Intern	1	Internal Posting/Intern	1
4	Producer	7/31/2009	Staff Referral	1 2 1	The Forum Newspaper Staff/Other Referrals Internal Posting/Current Employees	1-8, 10-21
5	Reporter	9/28/2009	Internal Posting/Current Employee	2 1	Staff/Other Referrals Internal Posting/Current Employees	1-8, 10-21
6	Meteorologist/Reporter	10/20/2009	TVJobs.com	1 1	Staff/Other Referrals TVJobs.com	1-7, 10-19, 21

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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	3
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	9
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	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

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	6
17	TV Jobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	1
18	Gary James National Director of Placement Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	N	0
19	Hoak Media Corporation Corporate Website Posting 500 Crescent Court, Suite 220 Dallas, TX 75201	N	0
20	Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507	N	2
21	Broadcast Compliance Services (posting service) 1700 Rockville Pike Suite 400 Rockville MD 20852	N	0
Total interviewees over 12-month period			21

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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>Sales Department - one winter intern and one spring intern</p> <p>News & Sports interns -</p> <p>Spring - one news</p> <p>Summer - three sports</p> <p>Fall - one sports</p>
2	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>Charley Johnson, spoke to a MN Workforce Networking group regarding jobs in broadcasting.</p> <p>Michelle Turnberg spoke to MSUM class.</p> <p>Mike Morken - spoke with NDSU broadcasting students on several occasions.</p>
3	Job Fairs	<p>Jerimiah Moerke, News Director represented KVLY-TV at a job/internship fair at South Dakota State University in Brookings, SD on December 5, 2008. Met with eight potential intern/job candidates.</p> <p>Tricia O'Connor, Reporter represented KVLY-TV at the FargoDome's College Night in Fargo, ND on September 10, 2009. About three thousand students attended. Handed out information on internships and jobs to about fifty students.</p> <p>Jerimiah Moerke, News Director represented KVLY-TV at the Tri-College Career & Internship Fair in Fargo, ND on November 4, 2009. Jerimiah met with about fifty students to discuss job and internship opportunities.</p>