

KVLY-TV
EEO Public File Report
12/1/12 - 11/30/13

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	Director/Master Control	12/17/2013	Internal Candidate TVJobs.com same applicant pool for jobs 1 & 4	2 1	Internal Candidate	1 - 6
2	Multimedia Journalist	1/3/2013	Internal Candidate TVJobs.com Referral same applicant pool for jobs 2 & 3	1 2 1	Referral	1, 3, 4, 8, 9
3	Multimedia Journalist	1/7/213	Internal Candidate TVJobs.com Referral same applicant pool for jobs 2 & 3	1 2 1 1	TVJobs.com	1, 3, 4, 8, 9
4	Director/Master Control	2/11/2013	Internal Candidate TVJobs.com same applicant pool for jobs 1 & 4	2 1	Internal Candidate	1 - 6
5	News Producer	2/21/2013	Internal Candidate TVJobs.com Referral	1 1 1	Referral	1 - 6, 8 - 9
6	Sports Reporter/Anchor	7/1/2013	TVJobs.com Referral	2 1	Referral	1, 3, 4, 6, 8, 9
7	Photojournalist	7/29/2013	Internal Candidate TVJobs.com	2 1	Internal Candidate	1, 3, 4, 6, 9
8	Account Executive	8/1/2013	Hoak Media Website Referral Job Service of North Dakota	1 2 1	Referral	1, 3, 4, 6, 8, 11
9	Multimedia Journalist	7/29/2013	TVJobs.com Referral	2 2	Referral	1, 3, 4, 6, 8, 9
10	Multimedia Journalist	9/23/2013	TVJobs.com same applicant pool for jobs 10 & 12	5	TVJobs.com	1 - 4, 6, 9
11	Account Executive	10/21/2013	Hoak Media Website KVLY-TV on air ad Job Service of North Dakota	1 1 1	Hoak Media Website	1, 3, 4, 6, 7, 11
12	Multimedia Journalist	10/21/2013	TVJobs.com same applicant pool for jobs 10 & 12	5	TVJobs.com	1 - 4, 6, 9
13	Photojournalist	10/21/2013	Internal Candidate Referral	1 4	Referral	1, 2, 3, 4, 6, 8, 9

KVLY-TV
EEO Public File Report
12/1/12 - 11/30/13

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 Hoak Employees 1350 21st Avenue South Fargo, ND 58103	N	7
2	MBA Job Bank minnesotabroadcasters.com 3303 Excelsior Blvd Minneapolis, MN 55416	N	0
3	TVJobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	14
4	Broadcast Compliance Services (posting service) 1700 Rockville Pike Suite 400 Rockville MD 20852	N	0
5	Concordia College Career Center (218) 299-3020 901 8th Street South Moorhead, MN 56560	N	0
6	Hoak Media Corporation Corporate Website Posting 500 Crescent Court, Suite 220 Dallas, TX 75201	N	2
7	KVLY-TV On-air ad	N	1
8	Staff Referrals/Referrals from other sources KVLY-TV 1350 21st Avenue South Fargo, ND 58103	N	11
9	Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	0
10	KVLY-TV Intern Program KVLY-TV 1350 21st Avenue South Fargo, ND 58103	N	0
11	Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507	N	2
Total interviewees over 12-month period			37

KVLY-TV
EEO Public File Report
12/1/12 - 11/30/13

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 intern - creative services and production departments - spring 2013</p> <p>One intern - news department - summer 2013</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>job shadow - news department - January 2013</p> <p>job shadow - weather department - May 2013</p> <p>job shadow - weather department - October 2013</p> <p>Station appearances:</p> <p>Mick Kjar/Meteorologist/Ag Director - Minnesota Farm Bureau Board - ag journalism and weather broadcasting</p> <p>Stephanie Goetz/Anchor - spoke to MSUM journalism class</p> <p>Mike Morken/Anchor - Atonement Lutheran career day visit; MSUM journalism class visit</p> <p>Hutch Johnson/Chief Meteorologist - various visits at area schools throughout the year</p>