

KVLY
EEO PUBLIC FILE REPORT
December 1, 2015 – November 30, 2016

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
Sales Assistant	1,3,4,6,8,9,11,12,13,14	8
Sales Assistant	1,3,4,6,8,9,11,12,13,14	8
Multimedia Journalist	1,2,3,4,5,9,11,12,13,14	3
Weekend Meteorologist	1,2,3,4,9,11,12,13,14	3
Multimedia Journalist	1,2,3,4,9,11,12,13,14	3
News Producer	1,2,3,4,9,12,13,14	1
AM Photojournalist	1,2,3,4,5,6,9,11,12,13,14	1
6:30 POV News Producer	1,2,3,4,6,9,11,12,13,14	1
Photojournalist	1,2,3,4,5,6,9,11,12,14,15	3
Director	1,2,3,4,5,9,11,12,13,14,15	1
Producer	1,2,3,4,5,9,11,12,14,15	1
Weekend Anchor	1,2,3,4,5,9,12,13,14,15	1

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

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

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	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>Sales Department intern from Minnesota State University Moorhead, supervised by General Sales Manager.</p> <p>News Department intern from University of Nebraska, supervised by News Director.</p> <p>News Department intern from University of North Dakota, supervised by News Director.</p> <p>Sports Department intern from North Dakota State University, supervised by News Director/Sports Director.</p>
2	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>News Director spoke to a TV Journalism Class at Minnesota State University Moorhead on April 11, 2016.</p> <p>Multimedia Journalist spoke to students in a Communicators of Tomorrow Ag Club at North Dakota State University on September 26, 2016.</p> <p>Sports Director spoke to a Journalism Class at North Dakota State University on February 16, 2016.</p> <p>Sports Director spoke to students at a Broadcasting Convention at Minnesota State University Moorhead on October 19, 2016.</p> <p>Multimedia Journalist spoke to students in a Writing Class at Minnesota State University Moorhead on November 16, 2016.</p>

