

KVLY-TV
EEO Public File Report
12/1/06 - 11/30/07

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	Master Control Operator	1/1/2007	Internal Posting/Current Employees Referral	2 3	Current Employee	1-7, 10-16, 19
2	Master Control Operator	1/1/2007	Internal Posting/Current Employees Referral same applicant pool for position 1 & 2	2 3	Current Employee	1-7, 10-16, 19
3	Reporter	1/22/2007	Internal Posting/Current Employees	1	Current Employee	1-7, 10-17, 19
4	Producer/Reporter	7/23/2007	TV Jobs.com Fargo Forum	5 1	TV Jobs.com	1-8, 10-17, 19
5	Account Executive	7/24/2007	Fargo Forum JobsHQ (Forum) Referral	9 4 5	Referral	1-8, 10-16, 19
6	Account Executive	8/21/2007	Fargo Forum JobsHQ (Forum) Referral same applicant pool for position 5, 6 & 8	9 4 5	Referral	1-8, 10-16, 19
7	Production Assistant	9/4/2007	Internal Posting/Current Employees Referral	1 1	Current Employee	1-7, 10-16, 19
8	Account Executive	9/17/2007	Fargo Forum JobsHQ (Forum) Referral same applicant pool for position 5, 6 & 8	9 4 5	Referral	1-8, 10-16, 19
9	Reporter	9/24/2007	Fargo Forum Minnesota Broadcasters Job Fair Referral TV Jobs.com	1 2 5 2	Referral	1-19
10	Chief Meteorologist	10/29/2007	Referral	1	Referral	1, 16
11	Photographer	11/12/2007	Internal Posting/Current Employees Minnesota Broadcasters Job Fair TV Jobs.com	1 1 1	Current Employee	1-19

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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	5
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	15
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 Stacy Frank, contact (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	15
17	TV Jobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	8
18	Minnesota Broadcasters Job Fair minnesotabroadcasters.com 3303 Excelsior Blvd Minneapolis, MN 55416	N	3
19	Broadcast Compliance Services (posting service) 1700 Rockville Pike Suite 400 Rockville MD 20852	N	0
Total interviewees over 12-month period			46

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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>Intern - Fall 2007 Creative Services Department</p> <p>Intern - Summer 2007 News Department (2 interns)</p> <p>Intern - Summer 2007 Sports Department</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. Station personnel often host students wishing to learn more about certain jobs in the broadcasting industry (job shadowing).</p> <p>Sports Anchor - Rich Lodewyk spoke to MSUM Media Writing class - 03/07 spoke to NDSU Communications class - 10/07</p> <p>News Anchor - Robin Huebner spoke to students at Cheney Middle School, West Fargo - 12/06 spoke at Women's Health Summit in Fargo - 05/07 spoke to MSUM athletes - transition from sporting world to working world - 10/07</p> <p>Reporter - Steve Poitras spoke to Ben Franklin Middle School students about broadcasting - 03/07 spoke to MSUM history students - 10/07</p> <p>News Anchor - Michelle Turnberg spoke to Kennedy elementary students - 04/07</p>
4	Job Fair	<p>Charley Johnson, General Manager/News Director attuned the Midwest Journalism Conference (Minnesota Broadcasters Job Fair) Job Fair on March 23, 2007 in Minneapolis, Minnesota. Received resumes from twelve job seekers who attended the session and spoke to many other job seekers/students who attended the session.</p>