

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

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/Director	12/20/2011	Internal Candidate MBA Job Bank TVJobs.com	1 1 1	Internal Candidate	1 -10 12
2	Multi-Media Journalist	12/26/2011	TVJobs.com Hoak Media Website	2 2	Hoak Media Website	1 - 12
3	Multi-Media Journalist	12/28/2011	TVJobs.com Hoak Media Website same applicant pool for position 1 & 2	2 2	TVJobs.com	1 - 12
4	Account Executive	2/13/2012	Hoak Media Website KVLY-TV on air ad Referrals	2 4 1	KVLY-TV on air ad	1 - 14
5	Sales Assistant	3/22/2012	Internal Candidate Referrals	1 3	Referral	1 - 12 14
6	Multi-Media Journalist	5/7/2012	Internal Candidate Hoak Media Website Referrals	1 1 3	Internal Candidate	1 - 12 14 - 15
7	Account Executive		KVLY-TV on air ad Referrals	2 2	Referral	1 - 14
8	Multi-Media Journalist	6/4/2012	Internal Candidate Hoak Media Website Referrals same applicant pool for position 6 & 8	1 1 3	Referral	1 - 12 14 - 15
9	Multi-Media Journalist	7/20/2012	Internal Candidate Referrals	1 1	Referral	1 - 12 14
10	News Director	9/17/2012	TVJobs.com Referrals	2 3	Referral	1 - 10 12 14
11	Account Executive	9/17/2012	KVLY-TV on air ad Job Service North Dakota	4 1	KVLY-TV on air ad	1 - 14 17
12	Account Executive	10/15/2012	KVLY-TV on air ad Referrals	1 3	Referral	1 - 14 17
13	News Producer	11/5/2012	TVJobs.com Medialine	3 1	Medialine	1 - 12 14 - 15
14	Multi-Media Journalist	11/5/2012	TVJobs.com Referrals KVLY-TV Intern program	3 1 1	KVLY-TV Intern program	1 - 12 14 - 16
15	Weekend Sports Anchor/ Reporter	11/5/2012	Internal Candidate TVJobs.com	2 2	TVJobs.com	1 - 12 14 - 15
16	News Producer	11/19/2012	TVJobs.com	4	TVJobs.com	1 - 12 14 - 15

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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 Hoak Employees 1350 21st Avenue South Fargo, ND 58103	N	6
2	MBA Job Bank minnesotabroadcasters.com 3303 Excelsior Blvd Minneapolis, MN 55416	N	1
3	TVjobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	17
4	Broadcast Compliance Services (posting service) 1700 Rockville Pike Suite 400 Rockville MD 20852	N	0
5	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
6	NDSCS Placement, (701) 671-2529 800 North 6th Street Wahpeton, ND 58076	N	0
7	KFYR-TV Tom Hertz, contact (701) 255-5757 PO Box 1738 Bismarck, ND 58502	N	0
8	Concordia College Career Center (218) 299-3020 901 8th Street South Moorhead, MN 56560	N	0
9	Gary James National Director of Placement Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	N	0
10	Rural Minnesota Concentrated Employment Program Randy, contact (218) 287-5060 715 11th Street North, Suite 204 Moorhead, MN 56560	N	0
11	Hoak Media Corporation Corporate Website Posting 500 Crescent Court, Suite 220 Dallas, TX 75201	N	5
12	Northland Community College Placement (218) 681-0701	N	0

	1101 Highway One East Thief River Falls, MN 56701		
13	KVLY-TV On-air ad	N	11
14	Staff Referrals/Referrals from other sources KVLY-TV 1350 21st Avenue South Fargo, ND 58103	N	17
15	Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	1
16	KVLY-TV Intern Program KVLY-TV 1350 21st Avenue South Fargo, ND 58103	N	1
17	Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507	N	1
Total interviewees over 12-month period			60

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III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Internship Program	KVLY maintains an internship program designed to assist members of the community in acquiring skills needed for employment in the broadcast industry.
2	Outreach Appearances	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).