

KVLY-TV
EEO Public File Report
12/1/09 - 11/30/10

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	Reporter/Photographer	12/22/2009	Referral TVJobs.com	1 2	Referral	1-6, 8-17, 19-20
2	Director/Master Control	5/18/2010	Internal Posting/Hoak Employee Fargo Forum	1 1	Internal Posting/Hoak Employee	1-14, 16-17 20
3	Sales Assistant	5/3/2010	Concordia Career Link On-air ad Hoak Media Website	1 8 5	Concordia Career Link	1-6, 8-14, 16-17, 20-21
4	General Manager	5/17/2010	Internal Posting/Hoak Employee	1	Internal Posting/Hoak Employee	1, 15, 17, 22
5	News Director	8/10/2010	NewsCheckMedia LLC Broadcast Image Group Referral	1 3 1	Broadcast Image Group	1-17, 20 23-25
6	Account Executive	9/15/2010	On-air Referral	11 4	On-air	1-6, 8-14, 16-17, 20-21
7	News Producer	11/16/2010	Internal Posting/Hoak Employee Referral	1 2	Referral	1-6, 8-17 20

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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	3
2	Concordia College Career Center (218) 299-3020 901 8th Street South Moorhead, MN 56560	N	1
3	Workforce Center (218) 287-5060 715 11th Street North, Suite 201 Moorhead, MN 56560	N	0
4	Rural Minnesota Concentrated Employment Program Randy, contact (218) 287-5060 715 11th Street North, Suite 204 Moorhead, MN 56560	N	0
5	Northland Community & Technical College Placement (218) 681-0701 1101 Highway One East Thief River Falls, MN 56701	N	0
6	NDSCS Placement, (701) 671-2529 800 North 6th Street Wahpeton, ND 58076	N	0
7	The Forum Newspaper Classifieds, (701) 241-5500 101 5th Street North Fargo, ND 58102	N	1
8	MBA Job Bank minnesotabroadcasters.com 3303 Excelsior Blvd Minneapolis, MN 55416	N	0
9	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
10	KFYR-TV Tom Hertz, contact (701) 255-5757 PO Box 1738 Bismarck, ND 58502	N	0
11	KMOT-TV (701) 852-4101 PO Box 1120 Minot, ND 58702	N	0
12	KQCD-TV	N	0

	(701) 483-777 PO Box 1577 Dickinson, ND 58602		
13	KUMV-TV (701) 572-4676 PO Box 1287 Williston, ND 58802	N	0
14	Staff Referrals/Referrals from other sources KVLV-TV 1350 21st Avenue South Fargo, ND 58103	N	8
15	TV Jobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	2
16	Gary James National Director of Placement Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	N	0
17	Hoak Media Corporation Corporate Website Posting 500 Crescent Court, Suite 220 Dallas, TX 75201	N	5
18	Job Service North Dakota PO Box 5507 Bismarck, ND 58506-5507	N	0
19	Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	0
20	Broadcast Compliance Services (posting service) 1700 Rockville Pike Suite 400 Rockville MD 20852	N	0
21	KVLV-TV On-air ad	N	19
22	MediaRecruiter.com Art Scott 22102 E Canyon Place Aurora, CO 80016	N	0
23	NewsCheckMedia LLC 238 Crosshill Road Wynnewood, PA 19096-3122	N	1
24	The Broadcast Image Group 7744 Broadway, Suite 100 San Antonio, Texas 78209	N	3
25	National Association of Hispanic Journalists 1000 National Press Building Washington DC 20045	N	0
Total interviewees over 12-month period			43

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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). employees making appearances - Jeremiah Moerke, producer; Daron Selvig, anchor, Brian Shawn, anchor; Hutch Johnson, Meteorologist; Hayley LaPoint, Meteorologist; Robin Baer, anchor; Tricia O'Connor, reporter,
3	Job Fairs	Jeremiah Moerke, News Director represented KVLY-TV at a job/internship fair at South Dakota State University in Brookings, SD on December 4, 2009. Met with fifteen students.