

KVLY, KXJB-LD
EEO PUBLIC FILE REPORT
December 1, 2019– November 30, 2020¹

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
Multi Media Journalist	1, 2, 6-9, 11, 12, 14-17, 21, 22, 24-26	21
Digital Sales Manager	1-3, 6-9, 11-17, 19-26	3
Weekend Director	1, 2, 6, 7, 9-17, 21, 24-26	2
News Producer 6:30 POV	1, 2, 6-9, 11-13, 15-17, 20-22, 24-33	21
Account Executive	1-4, 6-9, 11-17, 21, 25, 26	4
News Producer	1, 2, 6, 7, 9, 11-17, 21, 25, 26	21
Photojournalist	1, 6-9, 11, 12, 15-17, 21, 25, 27, 29, 31	21
News Producer	1, 4-9, 11-17, 19, 21, 25, 27, 29, 31	4
Multi Media Journalist	1, 6-9, 11-17, 21, 24-33	21
Master Control Operator/TMP	1, 2, 6-9, 11-13, 15-17, 19, 21, 23-26, 28-35, 38-42, 44, 46, 48, 50, 52	23
AM Newscast Producer	1, 2, 6-9, 12, 13, 15, 16, 21, 25, 27, 29, 31, 34, 35, 40-42, 44, 46, 52	21
Creative Services Producer	1, 2, 4, 6-9, 12-13, 15, 16, 21, 25, 27, 29, 31, 34, 35, 37, 41, 42, 44, 46, 52	4
Anchor/Reporter	1, 2, 6-9, 11-17, 21, 24-27, 29, 31, 34, 35, 40-42, 44, 46	21
News Producer	1, 2, 6-9, 11, 12, 15, 16, 21, 25, 27, 29, 31, 33	21
Meteorologist	1, 2, 6-9, 12, 13, 16, 21, 25, 29, 31, 34, 35, 37, 41, 42, 44, 46, 52	21
News Producer/Traffic Reporter	1, 2, 6-10, 12, 13, 15, 16, 21, 25, 27, 29, 31, 34, 35, 36, 37, 41, 42, 44, 49, 52	21
Account Executive	1, 4, 6-9, 11-17, 21, 23, 28-31, 33-39, 41, 42, 44, 46, 47, 49, 52	4

¹ This EEO Public File Report was revised in April 2021 to address reporting discrepancies.

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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	N	1
2	Valley News Live Website www.valleynewslive.com	N	10
3	KVLY-TV On-air Ad	N	3
4	Referral	N	5
5	KVLY-TV Intern Program	N	0
6	www.TVJobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	0
7	Medialine www.medialine.com Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	0
8	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
9	Job Service North Dakota www.ndworkforceconnection.com PO Box 5507 Bismarck, ND 58506-5507	N	2
10	North Dakota State University https://ndsu.12twenty.com Career Center (701-231-7111) 1340 Administration Avenue Fargo, ND 58102	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	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
12	Concordia College https://app.joinhandshake.com/login Career Center (218-299-3020) 901 8 th Street South Moorhead, MN 56560	N	0
13	Minnesota State University Moorhead https://app.joinhandshake.com/login Career Development Center (218)477-2131 1104 7 th Avenue South Moorhead, MN 56560	N	0
14	University of North Dakota https://app.joinhandshake.com/login Career Services (701-777-3904) 280 McCannel Hall Grand Forks, ND 58203	N	0
15	Columbia College https://app.joinhandshake.com/login 600 South. Michigan Avenue Chicago, IL 60605	N	0
16	University of Minnesota https://app.joinhandshake.com/login 100 Church Street SE Minneapolis, MN 55455	N	0
17	Bemidji State University/Northwest Technical College https://app.joinhandshake.com/login 1500 Birchmont Drive NE Bemidji, MN 56601	N	0
18	You Tube www.youtube.com 901 Cherry Avenue San Bruno, CA 94066	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	MBA Job Bank Wendy.paulson@minnesotabroadcasters.com maria.vorhis@minnesotabroadcasters.com www.minnesotabroadcasters.com 3303 Excelsior Blvd. Minneapolis, MN 55416	N	0
20	Northland Community and Technical College Lynn.mcglynn@northlandcollege.edu www.northlandcollege.edu 1101 MN-1 Thief River Falls, MN 56701	N	0
21	Indeed.com All jobs posted to Gray TV (via snagit) are posted to Indeed.com	N	15
22	VNL Employment Manda@classifiedsadverticals.com	N	0
23	LinkedIn Linkedin.com	N	1
24	Gustavus College https://app.joinhandshake.com/login 800 W. College Avenue St. Peter, MN 56082	N	0
25	Dakota State University https://app.joinhandshake.com/login 820 N. Washington Avenue Madison, SD 57042	N	0
26	Winona State University https://app.joinhandshake.com/login 175 W. Mark Street Winona, MN 55987	N	0
27	Minneapolis College of Art and Design https://app.joinhandshake.com/login 2501 Stevens Avenue Minneapolis, MN 55404	N	0
28	South Dakota State University https://app.joinhandshake.com/login 1521 Student Union Lane Brookings, SD 57006	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Southwest Minnesota State University https://app.joinhandshake.com/login 1501 State Street Marshall, MN 56258	N	0
30	St. Cloud State University https://app.joinhandshake.com/login 720 4 th Avenue South St Cloud, MN 56301	N	0
31	University of Nebraska Omaha https://app.joinhandshake.com/login 6001 Dodge Street Omaha, NE 68182	N	0
32	Western Illinois University https://app.joinhandshake.com/login 1 University Circle Macomb, IL 61455	N	0
33	Minnesota State University Mankato https://app.joinhandshake.com/login 122 Taylor Center Mankato, MN 56001	N	0
34	Butler University https://app.joinhandshake.com/login 4600 Sunest Avenue Indianapolis, IN 46208	N	0
35	Eastern Michigan https://app.joinhandshake.com/login 900 Oakwood Street Ypsilanti, MI 48197	N	0
36	Adrian College https://app.joinhandshake.com/login 110 South Madison Street Adrian, MI 49221	N	0
37	Cornerstone University https://app.joinhandshake.com/login 1001 East Beltline Avenue NE Grand Rapids, MI 49525	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Metropolitan State University https://app.joinhandshake.com/login 700 7 th Street East St. Paul, MN 55106	N	0
39	University of Indianapolis https://app.joinhandshake.com/login 1400 East Hanna Avenue Indianapolis, IN 46227	N	0
40	University of Wisconsin – Eau Claire https://app.joinhandshake.com/login 105 Garfield Avenue Eau Claire, WI 54702	N	0
41	University of Wisconsin – Green Bay https://app.joinhandshake.com/login 2420 Nicolet Drive Green Bay, WI 54311	N	0
42	University of Wisconsin – LaCrosse https://app.joinhandshake.com/login 1725 State Street LaCrosse, WI 54601	N	0
43	University of Wisconsin – Oshkosh https://app.joinhandshake.com/login 750 Elwood Avenue Oshkosh, WI 54901	N	0
44	University of Wisconsin – Platteville https://app.joinhandshake.com/login 1 University Place Platteville, WI 53818	N	0
45	University of Wisconsin – Madison https://app.joinhandshake.com/login 500 Lincoln Drive Madison, WI 53706	N	0
46	University of Wisconsin – Milwaukee https://app.joinhandshake.com/login 2200 East Kenwood Blvd. Milwaukee, WI 53211	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	University of Wisconsin – Whitewater https://app.joinhandshake.com/login 800 West Main Street Whitewater, WI 53190	N	0
48	University of Wisconsin – River Falls https://app.joinhandshake.com/login 410 South 3 rd Street River Falls, WI 54022	N	0
49	University of Wisconsin – Stevens Point https://app.joinhandshake.com/login 2100 Main Street Stevens Point, WI 54401	N	0
50	University of Wisconsin – Superior https://app.joinhandshake.com/login Swenson Hall 1061 Belknap and Catlin Avenue Superior, WI 54880	N	0
51	University of Wisconsin – Parkside https://app.joinhandshake.com/login 900 Wood Road Kenosha, WI 53144	N	0
52	Valparaiso University https://app.joinhandshake.com/login 1509 Chapel Drive Valparaiso, IN 46383	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in events sponsored by educational institutions	<p>Our anchor spoke to a group of communications students at Minnesota State University Moorhead on February 24th, 2020. The students had the opportunity to ask questions about careers in broadcasting.</p> <p>Our anchor critiqued the MSUM Campus News program at Minnesota State University Moorhead on February 24th, 2020.</p>
2	EEO Training	<p>July 9 - August 4, 2020 – our General Manager participated in a training series titled “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, and how to apologize effectively.</p> <p>On November 19, 2020, our Office Manager participated in a training on the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein LLP.</p>