

KVLY, KXJB-LD
EEO PUBLIC FILE REPORT
December 1, 2021– November 30, 2022

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
Producer	1,2,6,7,8,9,10,11,13,14,16,17,19,20,21,22,24,25,26,27,28,29,30,33,34,35,36,37,39,40,41,42,43,44,45,46,47,48,49,50,51,52,53,54,55	14
Creative Services Director	1,2,6,7,8,9,10,11,17,19,20,21,23,24,25,28,29,30,33,34,35,37,39,40,55	10
Anchor	1,2,6,7,8,9,10,16,17,19,20,21,22,24,25,26,27,28,29,30,33,34,35,36,37,39,40,41,42,43,44,45,46,47,48,49,50,51,52,53,54,55	10
Account Executive	1,2,3,4,6,7,8,9,10,11,12,13,16,17,19,20,21,22,23,24,25,26,28,29,30,31,33,34,35,36,37,39,40,41,42,43,44,45,46,47,48,49,50,51,52,53,54,55	10
Morning Reporter	1,2,6,7,9,10,15,17,19,20,21,23,24,25,28,29,30,33,34,35,37,39,40,55,59	1
Anchor	1,6,7,9,10,11,15,16,17,18,19,20,21,22,23,24,25,26,28,29,30,31,33,34,35,36,37,38,40,41,42,43,44,45,46,47,48,49,50,51,52,53,54,55,59	10
Assistant News Director	1,6,9,10,11,15,17,19,20,21,23,24,25,28,29,30,33,34,35,37,39,40,55,59	1
Producer	1,2,6,7,8,9,10,11,13,14,16,17,19,20,21,22,24,25,26,27,28,29,30,33,34,35,36,37,39,40,41,42,43,44,45,46,47,48,49,50,51,52,53,54,55	10
Producer	1,2,6,7,8,9,10,11,13,14,16,17,19,20,21,22,24,25,26,27,28,29,30,33,34,35,36,37,39,40,41,42,43,44,45,46,47,48,49,50,51,52,53,54,55	10
Multimedia Journalist	1,6,9,10,15,17,19,20,21,23,24,25,28,29,30,33,34,35,37,39,40,55,59	10
Producer	1,2,6,7,8,9,10,11,13,14,16,17,19,20,21,22,24,25,26,27,28,29,30,33,34,35,36,37,39,40,41,42,43,44,45,46,47,48,49,50,51,52,53,54,55	10
Creative Services Marketing Producer	1,2,6,9,10,15,17,19,20,21,22,23,24,25,28,30,33,34,35,37,40	2

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	1,2,6,7,8,9,10,11,13,14,16,17,19,20, 21,22,24,25,26,27,28,29,30,33,34,35, 36,37,39,40,41,42,43,44,45,46,47,48, 49,50,51,52,53,54,55	10
Account Executive	1,2,3,4,6,7,8,9,10,11,12,13,16,17,19,20 ,21,22,23,24,25,26,28,29,30,31,33,34, 35,36,37,39,40,41,42,43,44,45,46,47, 48,49,50,51,52,53,54,55	4
Creative Services Director	1,6,9,10,15,16,17,18,19,20,21,22,23, 24,25,26,27,28,29,30,31,33,34,35,36, 37,38,39,40,41,42,43,44,45,46,47,48,4 9,50,51,52,53,54,55	1
Sports Reporter	1,6,9,10,11,15,16,17,18,19,20,21,22, 23,24,25,26,28,29,30,31,33,34,35,36, 37,38,40,41,42,43,44,45,46,48, 49,50,51,52,53,54,55,	10
Producer	1,2,6,7,8,9,10,11,13,14,16,17,19,20, 21,22,24,25,26,27,28,29,30,33,34,35, 36,37,39,40,41,42,43,44,45,46,47,48, 49,50,51,52,53,54,55	10
Meteorologist	1,6,9,10,11,15,16,17,18,19,20,21,22 24,25,26,28,29,30,31,33,34,35,36,37 38,39,40,41,43,44,45,46,48,49,50,51, 52,53,54,55	10
Anchor	1,6,9,10,15,16,17,18,19,20,21,22,23, 24,25,26,28,29,30,31,33,34,35,36,37, 38,40,41,42,43,44,45,46,47,48,49,50, 51,52,53,54,55,59	10
Account Executive	1,2,3,4,6,7,8,9,10,11,12,13,16,17,19,20 ,21,22,23,24,25,26,28,29,30,31,33,34, 35,36,37,39,40,41,42,43,44,45,46,47, 48,49,50,51,52,53,54,55	3
Anchor/Reporter	1,2,6,9,10,11,15,16,17,18,19,20,21,22, 23,24,25,26,28,29,30,31,33,34,35,36,3 7,38,40,41,42,43,44,45,46,47,48,49,50, 51,52,53,54,55,59	2
Creative Services Marketing Producer	1,6,9,10,15,17,19,20,21,22,23,24,25,28 ,30,33,34,35,37,40	10
TMP	1,6,9,10,15,16,17,18,19,20,21,22,23,24 ,25,26,28,29,30,31,33,34,35,36,37,38,4 0,41,42,43,44,45,46,47,48,49,50,51,52, 53,54,55,57,59	57
Photographer	1,6,9,10,15,17,19,20,21,23,24,25,28,29 ,30,33,34,35,37,39,40,55,62	62
Creative Services Marketing Producer	1,6,9,10,15,17,19,20,21,22,23,24,25,28 ,30,33,34,35,37,40	1

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	1,2,6,7,8,9,10,11,13,14,16,17,19,20, 21,22,24,25,26,27,28,29,30,33,34,35, 36,37,39,40,41,42,43,44,45,46,47,48, 49,50,51,52,53,54,55	10
Account Executive	1,2,3,4,6,7,8,9,10,11,12,13,16,17,19,20 ,21,22,23,24,25,26,28,29,30,31,33,34, 35,36,37,39,40,41,42,43,44,45,46,47, 48,49,50,51,52,53,54,55	4
Creative Services Marketing Producer	1,6,9,10,15,17,19,20,21,22,23,24,25,28 ,30,33,34,35,37,40	1
Lifestyle Host	1,2,6,9,10,11,14,15,16,17,18,19,20,21, 22,23,24,25,26,27,28,29,30,31,33,34, 35,36,37,38,39,40,41,43,44,45,46, 47,48,49,50,51,52,53,54,55,59	1
Producer	1,2,6,9,10,15,16,17,18,19,20,21,22,23, 24,25,26,27,28,29,30,33,34,35, 36,37,38,39,40,41,43,44,45,46,47,48, 49,50,51,52,53,54,55,59	10
TMP	1,2,6,9,10,11,15,16,17,18,19,20,21,22, 23,24,25,26,28,29,30,31,33,34,35,36, 37,38,39,40,41,42,43,44,45,46,47, 48,49,50,51,52,53,54,55,58	10

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II. MASTER RECRUITMENT SOURCE LIST (“MRS�”)

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	10
2	Valley News Live Website www.valleynewslive.com 1350 21 st Avenue South Fargo, ND 58103	N	3
3	KVLY-TV On-air Ad	N	1
4	Referral KVLY-TV (701-237-5211) 1350 21 st Avenue South Fargo, ND 58103	N	3
5	KVLY-TV Intern Program (701-237-5211) www.valleynewslive.com 1350 21 st Avenue South Fargo, ND 58103	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Job Service North Dakota www.jobsnd.com PO Box 5507 Bismarck, ND 58506-5507	N	0
10	<i>Indeed.com</i> All jobs posted to Gray TV (via snagit) are posted to Indeed.com	N	26
11	<i>VNL Employment</i> glen@classifiedsadverticals.com	N	0
12	www.Linkedin.com	N	0
13	MBA Job Bank www.minnesotabroadcasters.com 3303 Excelsior Blvd. Minneapolis, MN 55416	N	0
14	<i>You Tube</i> www.youtube.com 901 Cherry Avenue San Bruno, CA 94066	N	5
15	www.careerpage.org 1-505-881-4444	N	0
16	<i>Adrian College</i> https://app.joinhandshake.com/login 110 South Madison Street Adrian, MI 49221	N	0
17	Bemidji State University/Northwest Technical College https://app.joinhandshake.com/login 1500 Birchmont Drive NE Bemidji, MN 56601	N	0
18	<i>Bismarck State College</i> https://app.joinhandshake.com/login 1500 Edwards Avenue Bismarck, ND 58501	N	0
19	<i>Butler University</i> https://app.joinhandshake.com/login 4600 Sunest Avenue Indianapolis, IN 46208	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	<i>Columbia College</i> https://app.joinhandshake.com/login 600 South. Michigan Avenue Chicago, IL 60605	N	0
21	<i>Concordia College</i> https://app.joinhandshake.com/login Career Center (218-299-3020) 901 8 th Street South Moorhead, MN 56560	N	0
22	<i>Cornerstone University</i> https://app.joinhandshake.com/login 1001 East Beltline Avenue NE Grand Rapids, MI 49525	N	0
23	<i>Dakota State University</i> https://app.joinhandshake.com/login 820 N. Washington Avenue Madison, SD 57042	N	0
24	<i>Eastern Michigan</i> https://app.joinhandshake.com/login 900 Oakwood Street Ypsilanti, MI 48197	N	0
25	<i>Gustavus College</i> https://app.joinhandshake.com/login 800 W. College Avenue St. Peter, MN 56082	N	0
26	<i>Metropolitan State University</i> https://app.joinhandshake.com/login 700 7 th Street East St. Paul, MN 55106	N	0
27	<i>Minneapolis College of Art and Design</i> https://app.joinhandshake.com/login 2501 Stevens Avenue Minneapolis, MN 55404	N	0
28	<i>Minnesota State University Mankato</i> https://app.joinhandshake.com/login 122 Taylor Center Mankato, MN 56001	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	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
30	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
31	North Dakota State University https://app.joinhandshake.com/login 1340 Administration Avenue Fargo, ND 58102	N	0
32	Northland Community and Technical College https://app.joinhandshake.com/login 1101 MN – 1 Thief River Falls, MN 56701	N	0
33	<i>South Dakota State University</i> https://app.joinhandshake.com/login <i>1521 Student Union Lane</i> <i>Brookings, SD 57006</i>	N	0
34	<i>Southwest Minnesota State University</i> https://app.joinhandshake.com/login <i>1501 State Street</i> <i>Marshall, MN 56258</i>	N	0
35	<i>St. Cloud State University</i> https://app.joinhandshake.com/login <i>720 4th Avenue South</i> <i>St Cloud, MN 56301</i>	N	0
36	<i>University of Indianapolis</i> https://app.joinhandshake.com/login <i>1400 East Hanna Avenue</i> <i>Indianapolis, IN 46227</i>	N	0
37	University of Minnesota https://app.joinhandshake.com/login 100 Church Street SE Minneapolis, MN 55455	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	University of Nebraska Lincoln https://app.joinhandshake.com/login 1400 R Street Lincoln, NE 68508	N	0
39	University of Nebraska Omaha https://app.joinhandshake.com/login 6001 Dodge Street Omaha, NE 68182	N	0
40	University of North Dakota https://app.joinhandshake.com/login Career Services (701-777-3904) 280 McCannel Hall Grand Forks, ND 58203	N	0
41	University of Wisconsin – Eau Claire https://app.joinhandshake.com/login 105 Garfield Avenue Eau Claire, WI 54702	N	0
42	University of Wisconsin – Green Bay https://app.joinhandshake.com/login 2420 Nicolet Drive Green Bay, WI 54311	N	0
43	University of Wisconsin – LaCrosse https://app.joinhandshake.com/login 1725 State Street LaCrosse, WI 54601	N	0
44	University of Wisconsin – Madison https://app.joinhandshake.com/login 500 Lincoln Drive Madison, WI 53706	N	0
45	University of Wisconsin – Milwaukee https://app.joinhandshake.com/login 2200 East Kenwood Blvd. Milwaukee, WI 53211	N	0
46	University of Wisconsin – Oshkosh https://app.joinhandshake.com/login 750 Elwood Avenue Oshkosh, WI 54901	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 – Parkside https://app.joinhandshake.com/login 900 Wood Road Kenosha, WI 53144	N	0
48	University of Wisconsin – Platteville https://app.joinhandshake.com/login 1 University Place Platteville, WI 53818	N	0
49	University of Wisconsin – River Falls https://app.joinhandshake.com/login 410 South 3 rd Street River Falls, WI 54022	N	0
50	University of Wisconsin – Stevens Point https://app.joinhandshake.com/login 2100 Main Street Stevens Point, WI 54401	N	0
51	University of Wisconsin – Superior https://app.joinhandshake.com/login Swenson Hall 1061 Belknap and Catlin Avenue Superior, WI 54880	N	0
52	University of Wisconsin – Whitewater https://app.joinhandshake.com/login 800 West Main Street Whitewater, WI 53190	N	0
53	Valparaiso University https://app.joinhandshake.com/login 1509 Chapel Drive Valparaiso, IN 46383	N	0
54	Western Illinois University https://app.joinhandshake.com/login 1 University Circle Macomb, IL 61455	N	0
55	Winona State University https://app.joinhandshake.com/login 175 W. Mark Street Winona, MN 55987	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
56	Colorado Media School Debbie Byrd dbyrd@beonair.com 303-479-4908 404 S. Upham Street Lakewood, CO 80226	N	0
57	Illinois Media School – Chicago Campus Mary Osazuwa mosazuwa@beonair.com 312-566-7972 105 W Adams Street Chicago, IL 60603	N	1
58	Illinois Media School – Lombard Campus Dustin Lingemann dlingemann@beonair.com 630-519-1394 455 Eisenhower Lane S #200 Lombard, IL 60148	N	0
59	Miami Media School Angel Llamazares allamazeres@beonair.com 7955 NW 12 th Street Suite 119 Doral, FL 33126 786-581-8552	N	0
60	Beonair Network – Ohio Media School Lynda Leciejewski Lleciejewski@beonair.com 234-203-2768 9885 Rockside Road Valley View, OH 44125	N	0
61	Ohio Media School – Cincinnati Campus 4411 Montgomery Road Suite 200 Norwood, OH 45212 513-813-4962	N	0
62	Facebook www.facebook.com 1 Hacker Way Menlo Park, CA 650-853-1300	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			50

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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><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>Anchor spoke to a group of Broadcast Journalism students at Minnesota State University-Moorhead on March 7th, 2022.</p> <p>News Director spoke to a group of Communications students at the Midwest Journalist Conference in Minneapolis, Minnesota on April 1st, 2022 and April 2nd 2022.</p> <p>Multimedia Journalist spoke to a group of Communications students at the Midwest Journalist Conference in Minneapolis, Minnesota on April 1st, 2022 and April 2nd 2022.</p>
2	EEO Training	On February 17, 2022 the Office Manager participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley, Rein, LLP.
3	Internship Program	News Intern – 3/7/2022 to 5/10/2022 Weather Intern – 7/25/2022 to Current News Intern – 8/22/2022 to Current