

**KBJR-TV, KDLH, KRII**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

**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
Account Executive	1, 3, 5, 7-10, 12	3
Producer	1, 4-10	4
News Video Editor	1, 3-8	3
Sports Anchor/Multimedia Journalist	1, 3, 5, 7-8, 10, 12	5
Producer	1, 3, 5, 7-10, 12	3
Creative Services Producer	1-2, 5, 7-10, 12	2
Producer	1, 5, 7-10, 12	5
Sales Assistant	1, 5, 7-10, 12	5
Digital Content News Producer	1, 5, 7-12	5
Creative Services Producer	1, 3, 5, 7-10, 12	3
Creative Services Producer	1, 3, 5, 7-10, 12	5
Digital Content News Producer	1, 5, 7-12	5
Producer	1, 3, 5, 7-12	3
Producer	1, 3, 5, 7-10, 12	3
AM Anchor	1, 5, 7-10, 12	5
Weekend Newscast Director	1, 3, 5, 7-10, 12	3
Multi-Media Journalist	1, 5, 7-10, 12	5
Lifestyle Anchor/Reporter	1, 3, 5, 7-10, 12	3
Account Executive	1, 5, 7-10, 12	5
Lifestyle Producer	1, 3, 5, 7-10, 12	3
Meteorologist	1, 3, 5, 7-10, 12	5

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
2	Current Employee	N	1
3	Employee Referral	N	16
4	Gray Television 4370 Peachtree Road, NE Suite 400 Atlanta, Georgia 30319 Email : jobs@gray.tv Diane Douglas	N	1
5	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	28
6	Indeed 6433 Champion Grandview Way Austin , Texas 78750 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">www.indeed.com</a> Robert Faulkner Manual Posting	N	0
7	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	6
8	KBJR Website 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-481-6169 Url : <a href="http://www.kbjr6.com">http://www.kbjr6.com</a> Jen Schuldt Manual Posting	N	0

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9	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 301 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : tim.hyde@minnesotabroadcasters.com Tim Hyde	N	0
10	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Halloway Manual Posting	N	0
11	University of Wisconsin School of Journalism 821 University Avenue Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-3690 Url : <a href="https://journalism.wisc.edu/career-services/for-em">https://journalism.wisc.edu/career-services/for-em</a> Beth Horstmeier Manual Posting  Prong 2 Ended Date: 5/1/2023	N	0
12	WBA 44 E Mifflin St Ste 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : <a href="http://www.wi-broadcasters.org">http://www.wi-broadcasters.org</a> Michelle Vetterkind Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>52</b>

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## III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	9/20/2022	Participation in Job Fairs	News Director and Office Manager participated in a Job fair at the University of Wisconsin Campus on Tuesday 9/20/22. The event was from 11am-1pm	2	News Director Office Manager
2	9/27/2022	Participation in other activities designed by the station employment unit	on September 27, 2022, Student from the Media Studies Program from Lake Superior College toured the station. They were able to see firsthand how a news station operates and were given the opportunities to ask questions. During their tour from the News Director, they were described each department, what goes on in each department.	2	News Director Production Manager
3	10/6/2022	Participation in Job Fairs	News Director and Office Manager Attended the Career Fair for the University of MN Duluth. The job fair was from 10:00-2:00 on October 6th, 2022. This career fair targeted Communication, Business and Humanities Majors	2	News Director Office Manager
4	10/13/2022	Participation in events or programs sponsored by educational institutions	On 10/13/22 the News Director Attended a Journalism EXPO at University of MN: Duluth. This event was to help students make connections with local media professionals. There was a panel discussion that the News Director was on.	1	News Director
5	10/21/2022	Participation in Job Fairs	Office Manager and News Director attended a virtual job fair hosted by Columbia College- Chicago called "Careers in Communication Virtual Expo". Current students and alumni were able to participate in the event.	2	News Director Office Manager
6	3/2/2023	Participation in events or programs sponsored by educational institutions	Chief Meteorologist spoke to a Broadcast 101 class at St. Cloud State University on March 2nd, 2023 about the opportunities in broadcasting.	1	Chief Meteorologist

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7	4/6/2023	Participation in events or programs sponsored by educational institutions	Our News Director spoke at UMD as a part of a career talk to students interested in Journalism and Communications. This event was held at the University of MN: Duluth on April 6th from 11:00am-12:00pm. It gave our News Director the opportunity to speak to students about the Broadcast Field, Job opportunities and allowed for a Q&A segment.	1	News Director
8	4/18/2023	Participation in events or programs sponsored by educational institutions	The News Director and Office Manager attended a Career Day at Superior Middle School on April 18th. This event was an opportunity for students to learn about all of the careers that are within the station. The students were able to walk around from table to table and learn more about each business and ask questions about what positions there are, and what education/experience needed for the positions.	2	News Director Office Manager
9	4/20/2023	Provision of training to management	OFFICE MANAGER PARTICIPTED IN A GRAY EEO TRAINING ON 4/20/2023 HOSTED BY WILEY REIN, LLP REGARDING THE FCC'S EEO RULES	1	Office Manager
10	5/8/2023	Participation in events or programs sponsored by educational institutions	Managing Editor spoke virtually to reporting classes at St. Thomas University on May 8th, 2023. The Managing Editor discussed jobs in the broadcast field, what working in broadcast entails,	1	Managing Editor