

**KEVN-LD, KHME, KHSD-TV, KOTA-TV, KQME, KSGW-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 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
MMJ	1-3, 5, 7-9, 19, 23	7
Digital Content	1-3, 6-9, 16, 19, 23	6
News Reporter/Morning Anchor	1-5, 7-11, 13-14, 16, 19-23	5
Technical Media Producer	1, 3, 6-7, 9, 15-16, 18	6
Technical Media Producer	1, 3, 6-7, 9, 15-16, 18	15
Television Account Executive	3, 5, 7, 9-10	9
Television Account Executive	3, 5, 7, 9-10	5
Assignment Manager	1-4, 6-9, 19, 22-23	6
MMJ	1-5, 7-9, 13, 19-23, 25	5
METEOROLOGIST	1-4, 6-7, 9, 16, 19-23, 25	3
Digital Content	1-4, 6-9, 16, 19-23	6
Technical Media Producer	1, 3, 6-7, 9, 16-18	6
MMJ	1-4, 7-9, 13, 15-16, 19, 23	15
NEWS PRODUCER - KOTA/KEVN	1-4, 6-9, 12, 16, 19-24	6
MAIN ANCHOR - KOTA/KEVN	1-10, 16, 19-24	5
MULTIMEDIA JOURNALIST - KOTA/KEVN	1-4, 7-10, 16, 19-24	7
SPORT REPORTER/ SPORTS ANCHOR (W/END) - KOTA/KEVN	1-4, 7-10, 16, 19-24	7

**KEVN-LD, KHME, KHSD-TV, KOTA-TV, KQME, KSGW-TV**

**EEO PUBLIC FILE REPORT**

**December 1, 2022 - November 30, 2023**

**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	Beonair Network/Ohio Ctr. Broadcasting Denver, Colorado 80237 Phone : 303-479-4908 Debbie Byrd/News and Production openings only Manual Posting	Y	0
2	Black Hills State University 1200 University St. Spearfish, South Dakota 57799 Mary Caton-Rosser Manual Posting	N	0
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
4	Colorado State Univ. 1800 Grant St. Suite 800 Denver, Colorado 80203 Phone : 970-491-5707 Url : <a href="http://www.career.colostate.edu">http://www.career.colostate.edu</a> College Recruiter Manual Posting	N	0
5	Current Employee	N	9
6	Employee Referral	N	13
7	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	29
8	Handshake , South Dakota Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Postings Manual Posting	N	0
9	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	12

**KEVN-LD, KHME, KHSD-TV, KOTA-TV, KQME, KSGW-TV**

**EEO PUBLIC FILE REPORT**

**December 1, 2022 - November 30, 2023**

**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>
10	KOTA TV/KEVN TV 2001 SKYLINE DRIVE RAPID CITY, South Dakota 57701 Phone : 604-394-7777 Url : kotatv.com Email : michael.mccarthy@kotatv.com Kathy Davies	N	0
11	kotatv.com/blackhillsfox.com 2001 SKYLINE DRIVE RAPID CITY, South Dakota 57701 Phone : 604-394-7777 Url : kotatv.com/blackhillsfox.com Email : michael.mccarthy@kotatv.com Jack Siebold	N	0
12	Linked In - Not Directly Contacted by SEU	N	1
13	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	2
14	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0
15	Non-Employee Referral	N	2
16	Ohio Ctr. Broadcasting , South Dakota Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	N	0
17	On-Air Announcements	N	1
18	Station website posting	N	3
19	TV Jobs , South Dakota Url : https://www.tvjobs.com Job Board Manual Posting	N	0

**KEVN-LD, KHME, KHSD-TV, KOTA-TV, KQME, KSGW-TV**

**EEO PUBLIC FILE REPORT**

**December 1, 2022 - November 30, 2023**

**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>
20	University of Colorado Boulder Boulder, Colorado 80309 Phone : 303-492-6541 Url : <a href="http://www.colorado.edu/career">http://www.colorado.edu/career</a> College Recruiter Manual Posting	N	0
21	University of Northern Colorado 501 20th st. Greeley, Colorado 80639 Phone : 303-315-7315 Url : <a href="http://www.ucdenver.edu">http://www.ucdenver.edu</a> College Recruiter Manual Posting	N	0
22	University of SD 414 E. Clark Street Vermillion, South Dakota 57069 Phone : 605-677-5478 Michelle Van Maanen Manual Posting	N	0
23	Winona State University 314 Maxwell Hall PO Box 5838 Winona, Minnesota 55987 Email : <a href="mailto:career@winona.edu">career@winona.edu</a> College Recruiter /News Positions Only	Y	0
24	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
25	YouTube - Not Directly Contacted by SEU	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>77</b>

**KEVN-LD, KHME, KHSD-TV, KOTA-TV, KQME, KSGW-TV**

**EEO PUBLIC FILE REPORT**

**December 1, 2022 - November 30, 2023**

**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	3/1/2023	Co Sponsoring Job Fair	On March 1, 2023, the stations Co-Sponsored & participated in the Black Hills Regional job fair held at The Rushmore Plaza Civic Center in Rapid City. Participants from the stations included the Production Director, Director of Engineering, Director of Sales, and News Director.	6	Business Manager News Director Chief Engineer Production Manager
2	4/20/2023	Provision of training to management	On April 20, 2023, individuals participated in the below-noted training webinar presented by Joan Stewart of Wiley Rein, LLP.  The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Licensee, LLC.	4	VP/General Manager Business Manager Local Sales Manager News Director
3	5/16/2023	Establishment of an intern program designed to assist members of the community	Our Stations have an active internship program. This year we had one intern who worked and learned in our News Department	1	News Director
4	5/17/2023	Participation in scholarship programs	KOTA partnered with Monument Health to give students the chance to compete for \$7500 in scholarships, The station reviewed candidates, helped select the winners, and contributed \$3000 to the scholarship	1	News Anchor