

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
December 1, 2014 - November 20, 2015

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
Digital Marketing Strategist	1-3, 5, 9-10, 12, 14, 18-28, 30, 33-37, 40-42, 45-47, 49	23
Technical Media Operator - Master Control	1-2, 5, 7, 9-12, 14-28, 31-35, 37, 41-43, 45-47, 49	23
Technical Media Operator - Master Control	1-2, 5, 7, 9-12, 14-28, 31-35, 37, 41-43, 45-47, 49	23
Web Producer	1-2, 8-9, 11, 14-20, 23-24, 26, 30, 32, 34, 37, 39, 41, 43-48	8
Reporter	1-2, 4, 6, 8, 12-14, 20, 23-24, 26, 30, 32, 34-35, 37, 39, 41, 43-47	8
Administrative Assistant	1-3, 5-7, 9-12, 14-49	48
Traffic Liaison	1, 8, 14, 18-20, 23-24, 26, 34	8
Digital Account Executive	1, 12, 14-20, 23-24, 26, 34, 38, 45, 48	48
MMJ Reporter	1-3, 5-6, 9-10, 12, 14, 20-28, 30, 33-36, 39-49	48

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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	American Indian Journalism Institute 414 East Clark Street Vermillion, South Dakota 57069 Phone : 605-677-5478 Email : michelle.vanmaanen@usd.edu Michelle Van Maanen	N	0
2	Augustana College 2001 S Summit Ave Sioux Falls, South Dakota 57197 Phone : 605-274-4127 Email : career@augie.edu Sandi Vietor	N	0
3	Black Hills State University 1200 University Blvd Spearfish, South Dakota 57799 Phone : 605-642-6277 Email : eileenthomas@bhsu.edu Eileen Thomas	N	0
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Michael Bille Manual Posting	N	0
5	Colorado Technical University 3901 W 59th St Sioux Falls, South Dakota 57108 Phone : 605-361-0200 Email : careerservices@sf.coloradotech.edu Wylla J. Satterness	N	0
6	Concordia University - Moorhead 901 8th St S Moorhead, Minnesota 56562 Phone : 218-299-4000 Url : https://cord-csm.symplicity.com/employers/post jobs Manual Posting	N	0
7	<i>Purposely Blank</i>		
8	Internal Transfer/Promotion	N	3

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9	Dakota State University 820 Washington Ave N Madison, South Dakota 57042 Phone : 605-256-5122 Url : http://dsu.edu/student-life/career-services Placement Services Manual Posting	N	0
10	Dakota Wesleyan University 1200 W University Ave Mitchell, South Dakota 57301 Phone : 800-333-8506 Email : digoldam@dwu.edu Diana Goldhammer	N	0
11	Dordt College 498 4th Ave NE Sioux Center, Iowa 51250 Phone : 712-722-6057 Email : cdc@dordt.edu Sarah Moss	N	0
12	GetGrads.com (South Dakota Association of College Career Centers) P O Box388 Wall, South Dakota 57790 Phone : 605-279-2654 Url : http://getgrads.com/post.htm Mary Williams Manual Posting	N	0
13	Internal Posting	N	4
14	KELO-TV Internal Posting 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Karen Floyd Manual Posting	N	0
15	KELO-TV iPad App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Karen Floyd Manual Posting	N	0

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16	KELO-TV Mobile App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Karen Floyd Manual Posting	N	0
17	KELO-TV on-air 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Karen Floyd Manual Posting	N	0
18	KELOLAND Facebook 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Karen Floyd Manual Posting	N	0
19	KELOLAND Twitter 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Karen Floyd Manual Posting	N	0
20	KELOLAND.com 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Url : http://www.kelolandemployment.com/ Karen Floyd Manual Posting	N	0
21	Kilian Community College 300 E 6th St Sioux Falls, South Dakota 57103 Phone : 605-221-3100 Email : rtoering@kilian.edu Rose Toering	N	0
22	Lake Area Technical Institute 1201 Arrow Ave NE Watertown, South Dakota 57201 Phone : 800-657-4344 Email : mollenhj@lakeareatech.edu Julie Mollenhoff	N	0

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23	Media General.com 333 E Franklin Street Richmond, Virginia 23219 Phone : 205-558-7208 Susan Ellenburg Manual Posting	N	12
24	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 800-237-8073 Email : medialine@medialine.com Rich Everitt	N	0
25	Mitchell Technical Institute 1800 E Spruce St Mitchell, South Dakota 57301 Phone : 605-995-7136 Email : elizabeth.kitchens@mitchelltech.edu Liz Kitchens	N	0
26	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 712-274-5032 Url : http://www.collegecentral.com/morningside/ Stacie Hays Manual Posting	Y	0
27	Mount Marty College 1105 W 8th St Yankton, South Dakota 57078 Phone : 605-668-1363 Email : ejohnson@mtmc.edu Estelle Johnson	N	0
28	National American University 5801 S Corporate Pl Sioux Falls, South Dakota 57108 Phone : 605-884-7216 Url : http://www.national.edu/employers Rachel Hammer Manual Posting	N	0

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29	North Dakota State College of Science 800 6th St N Wahpeton, North Dakota 58076 Phone : 701-671-2258 Email : jane.vangsness@ndscs.edu Jane Vangsness Frisch	N	0
30	Northern State University 1200 S Jay St Aberdeen, South Dakota 57401 Phone : 605-626-2371 Email : careerdev@northern.edu Britt Lorenz	N	0
31	Northwest Iowa Community College 603 W Park St Sheldon, Iowa 51201 Phone : 712-324-5061 Email : jobs@nwiicc.edu Sheila Van Engen	N	0
32	Northwestern College 101 7th St SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Bill Minnick	N	0
33	Presentation College 1500 N Main St Aberdeen, South Dakota 57401 Phone : 605-229-8581 Email : deb.schuelke@presentation.edu Deb Schuelke	N	0
34	SD Department of Labor 700 Governors Drive Pierre, South Dakota Phone : 605-773-3101 Url : http://www.sdjobs.org/ Marcia Hultman Manual Posting	N	0
35	Sinte Gleska University 101 Antelope Cir Mission, South Dakota 57555 Phone : 605-856-8100 Email : maxine.bordeaux@sintegleska.edu Maxine Bordeaux	N	0

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36	Sisseton Whapeton Community College 12572 BIA Hwy 700 Sisseton, South Dakota 57262 Phone : 605-698-3966 Email : webmaster@swc.tc Webmaster webmaster	N	0
37	Smart Recruiters 56 Tehama Street San Francisco, California 94105 Phone : 415-508-3755 Url : https://www.smartrecruiters.com Jobs Listing Manual Posting	N	0
38	South Dakota Advertising Federation 5032 S Bur Oak Pl Sioux Falls, South Dakota 57108 Phone : 605-274-3548 Email : ruthann@sdaf.org Ruth Ann Scott	N	0
39	South Dakota Broadcasters Association 106 W Capitol Ave # 7 Pierre, South Dakota 57501 Phone : 605-224-1034 Email : marla@willardandassociates.com Marla Willard	N	0
40	South Dakota School of Mines & Technology 501 E St Joseph St Rapid City, South Dakota 57701 Phone : 605-394-2667 Email : careercenter@sdsmt.edu career center	N	0
41	South Dakota State University 100 Administration Lane Brookings, South Dakota 57006 Phone : 605-688-5629 Email : susan.fredrikson@sdstate.edu Susan Fredrikson	N	0

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42	Southeast Technical Institute 2320 N Career Ave Sioux Falls, South Dakota 57107 Phone : 605-367-4819 Url : http://southeasttech.edu/jobs/employers/login Career Services Manual Posting	N	0
43	Southwest Minnesota State University 1501 State St Marshall, Minnesota 56258 Phone : 507-537-6221 Email : careers@smsu.edu Lori Engebretson	N	0
44	St. Cloud State University 720 4th Ave S St. Cloud, Minnesota 56301 Phone : 320-308-3932 Url : https://scsu.experience.com/emp/sblogin Nancy Michael Manual Posting	N	0
45	TVJobs.com P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark C. Holloway	N	0
46	University of Sioux Falls 1101 W 22nd St Sioux Falls, South Dakota 57105 Phone : 605-331-6727 Email : cs@usiuouxfalls.edu Amy Anderson	N	0
47	University of South Dakota 414 E Clark St Vermillion, South Dakota 57069 Phone : 605-677-5381 Email : cdc@usd.edu Stephen Ward	N	0
48	Walk In/Self-Referral	N	5

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49	Western Dakota Technical Institute 800 Mickelson Dr Rapid City, South Dakota 57703 Phone : 605-394-4034 Email : stephen.buchholz@wdt.edu Stephen Buchholz	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/3/2015	Participation in events or programs sponsored by educational institutions	Classroom lecture at a Writing for Digital Media class at the University of South Dakota in Vermillion, South Dakota. Explained how to write television promotion and the types of jobs we have in marketing and creative services to 12 students on March 3, 2015.	1	Marketing & Creative Services Director
2	4/29/2015	Hosting of Job Fair	On April 29, 2015, KELO-TV sponsored a job fair and was also an attendee. Local jobseekers came to meet businesses who were looking to hire.	17	General Sales Manager News Director Local Sales Manager Managing Editor
3	8/6/2015	Participation in Job Fairs	New Director, Beth Jensen, worked at the Media General booth at the National Association of Black Journalists annual convention and career fair. The event was held in Minneapolis, MN on August 6, 7 and 8.	1	News Director
4	9/3/2015	Provision of training to management	On September 2, 2015, the station's Program Director/EEO Coordinator and Business Administrator attended a webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	2	Program Director/EEO Coordinator Business Administrator
5	9/21/2015	Participation in events or programs sponsored by educational institutions	7 members of the McCook Central Journalism Class toured the station and watched a newscast.	1	Marketing Director
6	9/29/2015	Hosting of Job Fair	KELO-TV hosted a job fair at the Sioux Falls Convention Center on September 29, 2015. The booths at the event were sold by Classified Verticals, our partner that sells for our kelolandemployment.com website. 111 employers participated in the job fair.	6	News Director General Sales Manager Marketing Director Local Sales Manager

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7	10/13/2015	Participation in events or programs sponsored by educational institutions	Lectured at a Writing for Digital Media class at the University of South Dakota in Vermillion, SD. Explained how to write television promotion and the types of jobs we have in marketing and creative services to 25 students on October 13, 2015.	1	Marketing Director
8	10/26/2015	Participation in events sponsored by community groups	University of South Dakota Department of Journalism and Mass Communications Internship/Career Fair. Monday, October 26, 2015 Managing Editor, Jaine Andrews attended the five-hour event and talked with 15 internship/job candidates about internship and career opportunities at KELO-TV.	1	Managing Editor