

KOTA, KEVN-LD, KHSD, KSGW
EEO PUBLIC FILE REPORT
December 1, 2018 – November 30, 2019

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
Meteorologist	1,2,3,4,5,6,5,8,9, 10,17,20,21,25,27,28	1
Morning Producer	1,2,3,4,5,7,8,9,10,17,20,21,25, 27,28	1
Multimedia Journalist	1,2,3,4,5,7,8,9,10,17,20,21,25, 27,28	1
Reporter/Anchor	1,2,3,4,5,7,8,9,10,17,20,21,25, 27,28	1
Producer/Reporter	1,2,3,4,5,7,8,9,10,17,19,20,21,25, 27,28	19
Multimedia Journalist	1,2,3,4,5,7,8, 9,10,17,20,21,25, 27,28	1
Multimedia Journalist	1,2,3,4,5,7,8,9,10,17,20,21,25, 27,28	4
Multimedia Journalist	1,2,3,4,5,7,8,9,10,17,20,21,25, 27,28	1
Multimedia Journalist	1,2,3,4,5,7,8,9,10,17,20,21,25, 27,28	1
Reporter/Anchor	1,2,3,4,5,7,8,9,10,17,20,21,25, 27,28	1
Reporter/Anchor	1,2,3,4,5,7,8,9,10,17,20,21,25, 27,28	1
Multimedia Journalist	1,2,3,4,5,7,8,9,10,17,20,21,22,25,27,28	1
TECHNICAL MEDIA PRODUCER	1,2,3	1
TECHNICAL MEDIA PRODUCER	1,2,3,23	23

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	Snagajob Gray HR All jobs are automatically posted to Indeed.com	NO	98
2	Winona State University * Vicki Decker 314 Maxwell, PO Box 5838 Winona, MN 55987 507-457-5878	Yes News Only	0
3	Ohio Ctr. Broadcasting * Debbie Byrd dbyrd@beonair.com 303-479-4908	Yes News & Production	7
4	Colorado State Univ. www.career.colostate.edu 970-491-5707	NO	12
5	University of Colorado Boulder www.colorado.edu/career 303-492-6541	NO	17
6	KOTATV.COM Jack Siebold 2001 Skyline Dr, Rapid City SD 57701 605-394-7777	NO	
7	University of Northern Colorado www.unco.edu 970-351-2127	No	8
8	University of Denver www.ucdenver.edu 303-315-7315	NO	
9	TVJobs http://www.tvjobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	NO	
10	Gray.TV career page https://gray.tv/index.php?page=gray-tv-careers	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Contacted By KOTA Phil Buehler 2001 Skyline Drive, Rapid City SD 57701 605-394-7777	NO	
12	Gray TV news directors newsdir@gray.tv	NO	
13	Medialine Rich Everitt 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7564	NO	
15	SW Minnesota State Univ. Lori Engelbretson Lori.Engelbretson@SMSU.edu Marshall MN. 56258 800-642-0684	NO	
16	SD Broadcasters Assn. Marla Willard PO Box 1037 Pierre, SD 57501 605-224-7426	NO	
17	University of SD Michelle Van Maanen 414 E. Clark St Vermillion, SD 57069 605-677-5478	NO	
18	Teresa Hein MyMediaJobs https://www.mymediajobs.com/ (515) 224-3904	NO	
19	www.indeed.com	NO	4
20	St. Cloud State Mark Mills mmills@stcloudstate.edu St. Cloud, MN 56301	NO	
21	Bowling Green State University Kathy Bradshaw kabrads@bgsu.edu Bowling Green, KY 43403 419-372-2542	NO	
22	Internal Hire/Promotion	NO	
23	General Referral Source	NO	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Loyola University Chicago Lee Hood lhood1@luc.edu Chicago, IL 312-915-8538	NO	
25	South Dakota State University Betty Nelson Betty.Nelson@sdstate.edu Brookings, SD 57007 605-688-4171	NO	1
26	Black Hills State University www.bhsu.edu/StudentLife/CareerDevelopment/EmployerServices 1200 University St., Unit 9003 Spearfish, SD 57779 605-642-6750	NO	
27	Minnesota State University, Mankato Amy Mattson Lauters amy.lauters@mnsu.edu Mankato, MN 56001 507-389-5523	NO	
28	www.Handshake.com (275 colleges and universities approved job listings)	NO	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			147

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	<p>On January 21, 2019, our assignment editor participated in a job fair at South Dakota State University</p> <p>On February 19 and October 9th 2019, our News Director participated in a job fairs at the University of Colorado and Colorado State University</p>
2	Co-Sponsor Job fair	<p>On March 20, 2019, the stations Co-Sponsored & participated in the Black Hills Regional job fair held at The Rushmore Plaza Civic Center in Rapid City. Other Co-Sponsors include: The University Center, Kelly Services, and South Dakota School of Mines and technology.</p> <p>Participants from the stations included the Production Director, Director of Engineering, Director of Sales, and News Director.</p>
3	Participated in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	<p>Throughout the year, the stations host community groups and schools at the station for tours. During this reporting year, the following groups toured the station to learn about broadcasting:</p> <p>On October 8, 2019 – Mass communication students from Black Hills State University – took a tour of the studio.</p> <p>Also, on Nov 11, 2019, our Chief Meteorologist had a High School Senior shadow him for a day.</p>
4	Internship Program	<p>Our station groups has internship programs available to college students. This program is designed to allow students to apply their formal course work in a day-to-day setting and to provide an opportunity to acquire the skills needed for broadcast employment. Our internship opportunities are available in the</p>

		<p>following departments: Operations & News. Available internships are posted on our website. We hosted 3 interns during this reporting period. One from Black Hills State University, One from South Dakota State University and one from the University of South Dakota</p>
5	Participate in Scholarship Program for Students Interested in Pursuing a Career in Broadcasting	<p>Our station group is actively involved in administering the Rising Star Scholarship program, including financial contributions, reviewing applications and selecting the recipient of the scholarship.</p>
6	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	<p>During the reporting year, our management team speaks at various events to inform the community about jobs in broadcasting.</p> <p>On March 20, 2019, our General Manager spoke at the Black Hills Regional job fair.</p> <p>On April 9, 2019, our General Manager spoke to Black Hills State University Mass Communication Students.</p>
7	Provide EEO Training to Management Level Personnel	<p>On June 20, 2019, our General Manager participated in “The FCC’s Equal Opportunity rules: A webinar for Gray Television Stations”</p>