

KEVN EEO PUBLIC FILE REPORT

For the period December 1, 2007 through November 30, 2008



Job Title: Account Executive		Date Filled: February 28, 2008
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
Industry Referral	2	1
KEVN TV Commercial	1	
KEVN Website	1	
S.D. Career Center	0	
Number of Applicants Interviewed:	4	
Job Title: Account Executive		Date Filled: June 16, 2008
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
B.H. Regional Job Fair	4	
Industry Referral	1	
KEVN TV Commercial	1	
KEVN Website	1	
R.C. Journal / rapidcityjournal.com	5	2
S.D. Career Center	0	
Number of Applicants Interviewed:	12	
Job Title: Weekend Sports Anchor		Date Filled: July 16, 2008
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
Augustana College	0	
B.H. State University	0	
Dakota State University	0	
KEVN Website	0	
Medialine	0	
Mt. Marty College	0	
Northern State University	0	
Ohio Ctr. Broadcasting	0	
S.D. Broadcasters Assn	0	
S.D. Career Center	0	
S.D. State University	0	
TV Jobs	8	1
University of S.D.	0	
University of Sioux Falls	0	
Winona State University	0	
Number of Applicants Interviewed:	8	

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Job Title: Account Executive		Date Filled: July 28, 2008
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
Industry Referral	2	1
KEVN TV Commercial	0	
KEVN Website	4	
R.C. Journal / rapidcityjournal.com	2	1
S.D. Career Center	0	
Number of Applicants Interviewed:	8	
Job Title: Account Executive		Date Filled: August 25, 2008
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
KEVN TV Commercial	0	
KEVN Website	3	
R.C. Journal / rapidcityjournal.com	1	1
S.D. Career Center	1	
Number of Applicants Interviewed:	5	
Job Title: Weekend Anchor/Reporter		Date Filled: September 20, 2008
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
Augustana College	0	
B.H. State University	0	
Dakota State University	0	
Industry Referral	1	1
KEVN Website	0	
Medialine	0	
Mt. Marty College	0	
Northern State University	0	
Ohio Ctr. Broadcasting	0	
S.D. Broadcasters Assn	0	
S.D. Career Center	0	
S.D. State University	0	
TV Jobs	0	
University of S.D.	0	
University of Sioux Falls	0	
Winona State University	0	
Number of Applicants Interviewed:	1	

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Job Title: Account Executive		Date Filled: September 30, 2008
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
Industry Referral	1	
KEVN TV Commercial	0	
KEVN Website	4	
R.C. Journal / rapidcityjournal.com	10	1
S.D. Career Center	0	
Number of Applicants Interviewed:	15	
Job Title: News Producer		Date Filled: October 13, 2008
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
Augustana College	0	
B.H. State University	0	
Dakota State University	0	
KEVN Website	0	
Medialine	0	
Mt. Marty College	0	
Northern State University	0	
Ohio Ctr. Broadcasting	0	
R.C. Journal / rapidcityjournal.com	3	1
S.D. Broadcasters Assn	0	
S.D. Career Center	2	
S.D. State University	0	
TV Jobs	0	
University of S.D.	0	
University of Sioux Falls	0	
Winona State University	0	
Number of Applicants Interviewed:	5	

Total Number of Persons Interviewed
For All Full-Time Vacancies Filled:

58

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For the period December 1, 2007 through November 30, 2008



Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment / Referral Sources:					
Referral Source	Contact Person	Street	Address	Phone #	Number of Interviewees Referred
Augustana College	Valerie Lietz	2001 S. Summit Ave.	Sioux Falls, SD 57197	605-274-4127	0
B.H. Regional Job Fair	Julie Smith	4300 S. Highway 79	Rapid City, SD 57701	605-388-7880	4
B.H. State University	Eileen Thomas	1200 University, Unit 9002	Spearfish, SD 57799	605-642-6277	0
Dakota State University	Janelle Nielsen	820 N. Washington Ave.	Madison, SD 57042	605-256-5122	0
Industry Referral					7
KEVN TV Commercial	Nancy Reber	PO Box 677	Rapid City, SD 57709	605-394-7777	2
KEVN Website	Jack Caudill	PO Box 677	Rapid City, SD 57709	605-394-7777	13
Medialine	Mark Shilstone	PO Box 51909	Pacific Grove, CA 93950	800-237-8073	0
Mt. Marty College	Estelle Johnson	1105 W. 8th St.	Yankton, SD 57078	605-668-1363	0
National Weather Association	Steve Listemaa	228 West Millbrook Rd.	Raleigh, NC 27609-4304	919-845-1546	0
Northern State University	Dr. Beverly Werner	1200 S Jay St. #217	Aberdeen, SD 57401	605-626-2371	0
Ohio Ctr. Broadcasting *	Mark Lillie	1310 Wadsworth Blvd #100	Lakewood, CO 80214	303-937-7070	0
R.C. Journal / rapidcityjournal.com	Tony Corbine	PO Box 450	Rapid City, SD 57709	605-394-8333	21
S.D. Broadcasters Assn	Marla Willard	PO Box 1037	Pierre, SD 57501	605-224-7426	0
S.D. Career Center	Shawna Gray	111 New York St.	Rapid City, SD 57701	605-394-2306	3
S.D. School of Mines	Darrell Sawyer	501 E. St. Joe	Rapid City, SD 57701	605-394-2667	0
S.D. State University	Traci Johnson	1047 Medary Ave, Box 511	Brookings, SD 57007	605-688-4153	0
TV Jobs	Mark Holloway	PO Box 4116	Oceanside, CA 92052	800-374-0119	8
University of S.D.	Tara Rohan	414 E. Clark St.	Vermillion, SD 57069	605-677-5307	0
University of Sioux Falls	Mark Patterson	1101 W. 22nd St.	Sioux Falls, SD 57105	605-331-6648	0
Winona State University *	Vicki Decker	314 Maxwell, PO Box 5838	Winona, MN 55987	507-457-5878	0
				Total	58

* Indicates that recruitment source has requested and is entitled to notification of full-time vacancies pursuant to Section 73.2080(c)(1)(ii).



KEVN TV
P.O. Box 677
Rapid City, SD 57709

KEVN Inc.
Outreach Activities
For the period December 1, 2007 through November 30, 2008

The management of KEVN-TV considers our employees KEVN's most valuable asset. KEVN-TV strives to have diversity among our staff in order to bring different ideas and perspectives to our organization. We believe that this makes KEVN-TV a better place to work and a better station for the communities we serve.

During the period covered by this report, KEVN has provided on-the-job training designed to enable station personnel to acquire skills that could qualify them for higher-level positions. Several part-time employees in our Production Department have moved to part-time Master Control operators in our Engineering Department. In April 2008, KEVN promoted one of our Account Executives to Director of Web Sales. It is the philosophy of the management of KEVN-TV to encourage employees to learn not only how to do their job, but also to learn and understand all aspects and areas of a television station and to realize their full potential for advancement.

On March 19, 2008, the CFO, News Director, Production Manager, Chief Engineer, Local Sales Manager and General Manager participated in the Black Hills Regional Job Fair at the Rushmore Plaza Civic Center in Rapid City, South Dakota. Over 107 people visited our booth with 37 leaving applications and resumes with us. In 2008, KEVN-TV was a Platinum Sponsor of the Black Hills Regional Job Fair. Our General Manager currently volunteers her time to serve on the board that will plan, organize and oversee this major event. On September 3, 2008, the CFO and Production Manager participated in the Western Dakota Tech Part-Time Job Fair at the campus of Western Dakota Tech. Nineteen applications were given out and several people were hired as part-time Production Assistants.

In June 2008, one of KEVN's Account Executives spoke to the YBA class at Black Hills State University in Spearfish, S.D. about sales. Two students from S.D State University and Jamestown College spent the summer at KEVN as interns in our News Department. Jack Caudill, KEVN News Director, and Keith Gibson, KEVN Chief Meteorologist, have made many visits to area schools to give talks about news and weather and careers in television. Jack Caudill volunteers as an instructor and mentor for Junior Achievement.

KEVN regularly invites and hosts local schools and youth organizations for tours of our station. As the guests tour our station, they learn about each department and the role each position plays in operating a TV station.

KEVN continues to reach out to area organizations with public services announcements asking them to contact us if they wish to be notified of KEVN job openings.