

KEVN EEO PUBLIC FILE REPORT

For the period December 1, 2012 through November 30, 2013



Job Title: News Reporter		Date Filled: February 20, 2013
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
Industry Referral	1	
KEVN Website	1	
Medialine	0	
Ohio Ctr. Broadcasting *	0	
S.D. Broadcasters Assn.	0	
S.D. Career Center	0	
S.D. Association of College Career Centers *	0	
TV Jobs	2	1
Winona State University *	0	
Number of Applicants Interviewed:		4

Job Title: Traffic Assistant / Receptionist		Date Filled: May 20, 2013
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
B.H. Regional Job Fair	0	
Industry Referral	1	
KEVN Website	1	
R.C. Journal / rapidcityjournal.com	11	
S.D. Broadcasters Assn.	0	
S.D. Career Center	1	1
S.D. Association of College Career Centers *	0	
Number of Applicants Interviewed:		14

Job Title: Master Control Supervisor		Date Filled: August 5, 2013
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
Industry Referral	1	1
KEVN TV Commercial	0	
KEVN Website	0	
R.C. Journal / rapidcityjournal.com	1	
S.D. Broadcasters Assn.	0	
S.D. Career Center	0	
S.D. Association of College Career Centers *	0	
Number of Applicants Interviewed:		2

Job Title: Weekend Sports Anchor/Reporter		Date Filled: October 11, 2013
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
Industry Referral	0	
KEVN Website	0	
Medialine	0	
Ohio Ctr. Broadcasting *	0	
S.D. Broadcasters Assn.	0	
S.D. Career Center	0	
S.D. Association of College Career Centers *	0	
TV Jobs	4	1
Winona State University *	0	
Number of Applicants Interviewed:		4

Job Title: Weekend News Anchor/Reporter		Date Filled: October 26, 2013
Referral Source	Number of Applicants Interviewed	Number of Applicants Hired
Industry Referral	1	1
KEVN TV Commercial	0	
KEVN Website	0	
Medialine	0	
Ohio Ctr. Broadcasting *	0	
S.D. Broadcasters Assn.	0	
S.D. Career Center	0	
S.D. Association of College Career Centers *	0	
TV Jobs	2	
Winona State University *	0	
Number of Applicants Interviewed:		3

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

27

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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
B.H. Regional Job Fair	Curt Lauinger	800 Mickelson Drive	Rapid City, SD 57703	605-718-2438	0
Industry Referral					4
KEVN TV Commercial	Nancy Reber	PO Box 677	Rapid City, SD 57709	605-394-7777	0
KEVN Website	Jack Caudill	PO Box 677	Rapid City, SD 57709	605-394-7777	2
Medialine	Mark Shilstone	PO Box 51909	Pacific Grove, CA 93950	800-237-8073	0
Ohio Ctr. Broadcasting *	Mark Lillie	1310 Wadsworth Blvd #100	Lakewood, CO 80214	303-937-7070	0
R.C. Journal / rapidcityjournal.com	Stacy Langer	PO Box 450	Rapid City, SD 57709	605-394-8383	12
S.D. Broadcasters Assn.	Marla Willard	PO Box 1037	Pierre, SD 57501	605-224-7426	0
S.D. Career Center	Brittany Johnson	111 New York St.	Rapid City, SD 57701	605-394-2319	1
S.D. Association of College Career Centers *	Mary Williams	Box 388	Wall, SD 57790	605-279-2654	0
TV Jobs	Mark Holloway	PO Box 4116	Oceanside, CA 92052	800-374-0119	8
				Total	27

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

Ohio Ctr. Broadcasting * has requested notification for news full-time vacancies only.

S.D. Association of College Career Centers * is a consortium of 22 South Dakota universities and technical schools.

Winona State University * has requested notification for news full-time vacancies only.



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

KEVN Inc.
Outreach Activities
For the period December 1, 2012 through November 30, 2013

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. Accordingly, whenever a job opening occurs, in addition to posting internally, we reach out to numerous recruitment sources. We regularly broadcast notifications encouraging organizations and institutions to contact us if they would like to be notified of job openings at the Station.

During the period covered by this report, KEVN-TV has provided on-the-job training designed to enable station personnel to acquire skills that could qualify them for higher level positions. One of our part-time Master Control Operators was promoted to the full-time Master Control Supervisor. A News Reporter was promoted to a new position of Weekend News Co-Anchor. The philosophy of the management of KEVN-TV is to encourage employees to learn and understand all aspects and departments of a television station to realize their full potential for advancement.

On March 6, 2013 from 10:00 am to 6:00 pm, the Station Manager, News Director, Production Manager, Chief Engineer, General Sales Manager and Traffic Manager participated in the Black Hills Regional Job Fair at the Rushmore Plaza Civic Center in Rapid City, South Dakota. Over 110 people visited our booth with 23 leaving applications and resumes with us. KEVN-TV was a Platinum Sponsor of the Black Hill Regional Job Fair and aired over \$26,000 worth of commercials promoting this event. The Station Manager currently volunteers his time to serve on the board that will plan, organize and oversee this major event in 2014. On September 4, 2013 from 10:00 am to 1:00 pm, the Station Manager, News Director and Production Manager participated in the Western Dakota Tech Part-time Job Fair at the campus of Western Dakota Tech.

In January 2013, Julie Oberlander, KEVN-TV News Anchor, spoke at the Edgemont High School about careers in television. In May 2013, our Chief Meteorologist presented nine 20 minute presentations about careers in television at the 8th Grade Career Fair at the Rushmore Plaza Civic Center in Rapid City, South Dakota. In June 2013, a KEVN-TV Account Executive spoke to the Youth Business Adventure session at Black Hills State University in Spearfish, S.D. about marketing plans, developing and producing a 30 second commercial. KEVN's News department had an intern during the summer of 2013. Jack Caudill, KEVN's News Director, volunteers as an instructor and mentor for Junior Achievement numerous times during the period covered by this report.

In February and May 2013, KEVN-TV and First Interstate Bank hosted the Rising Star of the West contest. Twenty area high school students competed for scholarships to the college of their choice by giving one-minute talks on topics of their choice on our nightly newscasts for four weeks in February. Viewers voted for them online along with a station panel of judges. Each week's winner then moved to the finalist round of presentation and voting in May. The first place winner won a \$4,000 scholarship, the second place winner won a \$2,000 scholarship, the third place winner won a \$1,000 scholarship and the fourth place winner won a \$500 scholarship. This contest gave area high school students a chance to experience firsthand what our News staff does every day.