

# KEVN EEO PUBLIC FILE REPORT

For the period December 1, 2006 through November 30, 2007



Job Title: Account Executive		Date Filled: March 12, 2007	
Referral Source	Number of Applicants Interviewed	Hired ?	
Industry Referral	1	1	
KEVN Website	3		
KEVN TV Ad	2		
R.C. Journal / rapidcityjournal.com	2		
Number of Applicants Interviewed:		8	
Job Title: Account Executive		Date Filled: June 11, 2007	
Referral Source	Number of Applicants Interviewed	Hired ?	
KEVN Website	2		
R.C. Journal / rapidcityjournal.com	3	1	
S.D. Career Center	1		
Number of Applicants Interviewed:		6	
Job Title: Chief Engineer		Date Filled: June 13, 2007	
Referral Source	Number of Applicants Interviewed	Hired ?	
Industry Referral	2		
S.D. Career Center	1		
TV Jobs	1	1	
Number of Applicants Interviewed:		4	
Job Title: Master Control Operator		Date Filled: June 29, 2007	
Referral Source	Number of Applicants Interviewed	Hired ?	
Industry Referral	1		
Internal Candidate	1	1	
R.C. Journal / rapidcityjournal.com	1		
S.D. Career Center	1		
Number of Applicants Interviewed:		4	
Job Title: Weekend Meteorologist		Date Filled: August 3, 2007	
Referral Source	Number of Applicants Interviewed	Hired ?	
Mississippi State University	1		
National Weather Association	1		
TV Jobs	8	1	
Number of Applicants Interviewed:		10	

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<b>Job Title:</b> News Reporter/Producer		<b>Date Filled:</b> August 17, 2007
Referral Source	Number of Applicants Interviewed	Hired ?
R.C. Journal / rapidcityjournal.com	2	
TV Jobs	1	1
University of S.D.	1	
<b>Number of Applicants Interviewed:</b>	<b>4</b>	
<b>Job Title:</b> Account Executive		<b>Date Filled:</b> August 27, 2007
Referral Source	Number of Applicants Interviewed	Hired ?
Industry Referral	2	
R.C. Journal / rapidcityjournal.com	3	1
<b>Number of Applicants Interviewed:</b>	<b>5</b>	
<b>Job Title:</b> Weekend Sports Anchor		<b>Date Filled:</b> August 27, 2007
Referral Source	Number of Applicants Interviewed	Hired ?
TV Jobs	2	1
<b>Number of Applicants Interviewed:</b>	<b>2</b>	
<b>Job Title:</b> Account Executive		<b>Date Filled:</b> September 10, 2007
Referral Source	Number of Applicants Interviewed	Hired ?
Industry Referral	2	
KEVN Website	1	1
R.C. Journal / rapidcityjournal.com	2	
<b>Number of Applicants Interviewed:</b>	<b>5</b>	

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

48



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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	Address	Number of Interviewees Referred
B.H. Regional Job Fair		Rapid City, SD	0
B.H. State University		Spearfish, SD	0
Industry Referral		Rapid City, SD	8
Internal Candidate			1
KEVN Website	Jack Caudill	Rapid City, SD	6
KEVN TV Ad	Cindy McNeill	Rapid City, SD	2
Medialine		medialine.com	0
Media Recruiter	Art Scott	mediarecruiter.com	0
Mississippi State Univ.		msstate.edu	1
National Weather Association		nwas.org	1
Northern State University	careerdev@northern.edu	Aberdeen, SD	0
Ohio Ctr. Broadcasting	Gary James	funjobsonair.com	0
R.C. Journal / rapidcityjournal.com	Tony Corbine	Rapid City, SD	13
S.D. Broadcasters Assn		Pierre, SD	0
S.D. Career Center	Jan Edwards	Rapid City, SD	3
S.D. Tech	sdsmt.edu	Rapid City, SD	0
S.D. State University		Brookings, SD	0
TV Jobs		tvjobs.com	12
University of S.D.		Vermillion, SD	1
University of Sioux Falls	cs@usioxfalls.edu	Sioux Falls, SD	0
Winona State University		carrer@winona.edu	0
		<b>Total</b>	<b>48</b>



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

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**KEVN Inc.**  
**Outreach Activities**  
**For the period December 1, 2006 through November 30, 2007**

The management of KEVN-TV considers our employees the 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. A part-time employee in our Production Department was promoted to a full-time Master Control operator in our Engineering Department. In August 2007, KEVN promoted one of our Account Executives to Local Sales Manager. 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 21, 2007, 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 120 people visited our booth with 47 leaving applications and resumes with us. In 2007, 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.

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 move throughout the building, they learn about each department and the role each position plays in operating the TV station.