

I. VACANCY LIST

[illegible]

KEYC
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020

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	<i>[For all sources type in the (1) name of the contact entity, (2) name or title of contact person, (3) mailing address, and (4) telephone number. You <u>must</u> provide more than just the name of the source, unless it was only a website. For websites, list the full web address.]</i>	<i>[If source has requested to be included on your source list, type “Y”. If they have not, type “N”.]</i>	<i>[Provide number of interviewees produced by source for all vacancies filled during reporting period.]</i>
2	Gustavus Adolphus College Cynthia Favre 800 W College Avenue St Peter, MN 56082 507-933-7272	Y	
3	SCSU Society of Prof Journalists Drew Sandholm 720 4 th Avenue S, SH 14 St Cloud, MN 56301 320-308-4967	Y	
4	St James Area Chamber of Commerce Jennie Firchan 516 2 nd Avenue S St James, MN 56081-0346 507-375-3333	Y	
5	Bethany Lutheran College Brittany Nash 700 Luther Drive Mankato, MN 56001 507-344-7000	N	
6	Broadcast Employment Services Mark Kennedy PO Box 4116 Oceanside, CA 92052 760-754-8177	N	1

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7	Brown College Christine Kleckner 1440 Northland Drive Mendota Heights, MN 55120 651-905-3509	N	
8	Institute of Production & Recording Stacy Severson 312 Washington Avenue N Minneapolis, MN 55401 612-244-2802	N	
9	Minnesota Broadcasters Association Linda LaSere 3033 Excelsior Blvd, Suite 440 Minneapolis, MN 55416 612-926-8123	N	
10	Minnesota Workflow Center 12 Civic Center Plaza, Suite 1600 Mankato, MN 56001 507-389-6723 www.Minnesotaworks.net	N	
11	Minnesota State University Mankato Jennifer Guyer-Wood Career Development Center 211 Wigley Admin Center Mankato, MN 56001 507-389-6061	N	
12	NAB Career Center Nate 1771 N Street NW Washington, DC 20036 202-429-4598	N	
13	Rasmussen Business College Amy Ites 130 St Andrews Drive Mankato, MN 56001 507-625-6556	N	
14	Ridgewater College Ellen Roster Wilmar-Ardith Ampt Hutch-Emily Albin 320-222-5200	N	

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15	Riverland Community College Nicole Nelson 1900 8 th Avenue NW Austin, MN 55912 507-433-0688	N	
16	Colorado Media School Debbie Byrd 404 S Upham Street Lakewood, CO 80226 303-479-4908	Y	
17	South Central College Candy Laven 1920 Lee Blvd North Mankato, MN 56003 507-389-7225	N	
18	Southwest State University Career Services Dept 1501 State Street Marshall, MN 56258 507-537-6221	N	
19	University of Minnesota 100 Church Street SE Minneapolis, MN 55455 612-625-5000 goldpass@umn.edu	N	
20	The Mankato Free Press 418 S 2 nd Street Mankato, MN 56001 507-344-6395	N	
21	The Sentinel PO Box 681 Fairmont, MN 56031 800-598-5597	N	
22	The Journal Karen Jensen PO Box 487 New Ulm, MN 56073 800-967-1760	N	

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23	Owatonna People's Press Bonnie 135 W Pearl Street Owatonna, MN 55060 507-444-2397	N	
24	The Albert Lea Tribune 808 W Front Street Albert Lea, MN 56007 507-373-1411	N	
25	St Peter Herald Bonnie 311 S Minnesota Avenue St Peter, MN 56082 507-444-2397	N	
26	Redwood Gazette 219 S Washington Street Redwood Falls, MN 56283 800-658-2574	N	
27	Faribault Co. Register 128 N Main Street Blue Earth, MN 56013 888-877-0643	N	
28	Faribault Daily News 514 Central Avenue Faribault, MN 55021 507-333-3100	N	
29	Cottonwood County Citizen 260 10 th Street Windom, MN 56101 800-658-2510	N	
30	St James Plaindealer 604 1 st Avenue South St James, MN 56081 507-375-3161	N	
31	Emmetsburg Democrat 3726 560 th Avenue Emmetsburg, IA 50536-8584 712-852-2323	N	

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32	Estherville Daily News 10 N 7 th Street Estherville, IA 51334-2232 712-362-2622	N	
33	Spirit Lake Dickinson County News 30000 18 th Street W, #400 Spirit Lake, IA 51360-7471 712-336-1211	N	
34	Spencer Daily Reporter 310 E Milwaukee Street Spencer, IA 51301-4569 712-262-6610	N	
35	KEYC News Now Website Placement Keyc.com	N	
36	KEYC News Now On-Air-Spot	N	4
37	KEYC News Now internal posting	N	
38	TV News Check Steve Stoltz PO Box 565 Chatham, NJ 07928 215-901-9495	N	
39	TVNET News Check M Bruce PO Box 565 Chatham, NJ 07928 610-766-0745	N	
40	New Ulm Chamber of Commerce 1 N Minnesota Street New Ulm, MN 56073 507-233-4300	N	

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41	Broadcasting & Cable (B&C) Magazine Zach Kalish 212-378-0455 This Ad is when hiring a Manager position (if in need)	N	
42	Gray Television Tallahassee, FL hr@gray.tv	N	7
43	Greater Mankato Jobs 1961 Premier Drive, Suite 100 Mankato, MN 56001 507-385-6640	N	
44	www.indeed.com Web based job/site	N	1
45	LinkedIn Web/based networking www.linkedin.com	N	
46	University of Iowa Iowa City, IA 319-335-1023 https://www.careers.uiowa.edu careercetner@uiowa.edu	N	
47	Employee Referral KEYC 1570 Lookout Drive North Mankato, MN 56003	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO Training	On November 19, 2020, Gray Television provided EEO training seminar to Chris Murphy, Office Manager for KEYC.
2	Management Training: Foundations in Diversity, Equity and Inclusion	July 9 - August 4, 2020 – our General Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.