

KVLY
EEO PUBLIC FILE REPORT
December 1, 2016 – November 30, 2017

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
Creative Service Producer	1,2,3,4,5,6,7,9,11,12,13,14,15,16	7
Assistant News Director	1,3,4,9,11	1
News Producer	1,3,4,5,9,11,12,14,15,16	1
Producer/Reporter	1,3,4,5,9,11,12,14,15,16,	1
Multimedia Journalist	1,3,4,5,6,8,9,11,12,14,15,16	8
6:30 POV Producer	1,3,4,8,9,11,12,14,15,16	8
AM News Producer	1,3,4,5,6,9,11,14,15,16	6
Multimedia Journalist	1,3,5,6,9,11,14,15, 17	17
Multimedia Journalist	1,3,4,5,6,9,14,15,16	6
Multimedia Journalist	1,3,4,5,6,9,11,12,14,15,16	6
6:30 POV Producer	1,3,4,5,9,11,14,15	1
AM Newscast Producer	1,3,4,5,9,11,14,15,16, 17	17
Multimedia Journalist	1,3,4,5,6,9,14,15,16, 17	17
AM News Producer	1,3,4,6,9,11	6
Associate Producer	1,3,4,5,6,9,11,14,15,16	6
Multimedia Journalist	1,3,4,5,9,11,14,15,16, 17	17
Multimedia Journalist	1,3,4,5,9,11, 17	17

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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	Internal Posting KVLY-TV/Current KVLY Employees 1350 21 st Avenue South Fargo, ND 58103 701-237-5211	N	3
2	MBA Job Bank www.minnesotabroadcasters.com 3303 Excelsior Blvd. Minneapolis, MN 55416	N	0
3	www.TVJobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	0
4	Broadcast Compliance Services www.bcs.ok 1700 Rockville Pike Suite 400 Rockville, MD 20852 This source distributes each job posting to between 100-336 additional sources	N	0
5	Concordia College https://app.joinhandshake.com/login Career Center (218-299-3020) 901 8 th Street South Moorhead, MN 56560	N	0
6	Valley News Live Website www.valleynewslive.com 1350 21 st Avenue South Fargo, ND 58103	N	17
7	KVLY-TV On-air Ad	N	1
8	Referral KVLY-TV (701-237-5211) 1350 21 st Avenue South Fargo, ND 58103	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Medialine www.medialine.com Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	0
10	KVLY-TV Intern Program (701-237-5211) www.valleynewslive.com 1350 21 st Avenue South Fargo, ND 58103	N	0
11	Job Service North Dakota www.jobsnd.com PO Box 5507 Bismarck, ND 58506-5507	N	0
12	North Dakota State University www.teamnd.org Career Center (701-231-7111) 1340 Administration Avenue Fargo, ND 58102	N	0
13	Minnesota State Community and Technical College www.careers.minnesota.edu Career Center (877-450-3322) 1900 28 th Avenue South Moorhead, MN 56560	N	0
14	North Dakota State College of Science www.myinterfase.com/ndscs/employer Career Center (701-671-2258) 800 6 th Street North Wahpeton, ND 58076	N	0
15	Minnesota State University Moorhead www.mnstate.edu/dragonjobs Career Development Center (218)477-2131 1104 7 th Avenue South Moorhead, MN 56560	N	0
16	University of North Dakota www.myinterfase.com/und/employer Career Services (701-777-3904) 280 McCannel Hall Grand Forks, ND 58203	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	<i>You Tube</i> www.youtube.com <i>901 Cherry Avenue</i> <i>San Bruno, CA 94066</i>	N	8
TOTAL INTERVIEWEES OVER REPORTING PERIOD			34

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship:	<p><i>KVLY maintains an internship program designed to assist members of the community in acquiring skills needed for employment in the broadcast industry.</i></p> <p>Weather Department intern from University of North Dakota (UND), supervised by News Director/Chief Meteorologist.</p> <p>Weather Department intern from University of North Dakota (UND), supervised by News Director/Chief Meteorologist.</p> <p>News Department intern from Minnesota State University Moorhead, supervised by News Director.</p>
2	Outreach Appearances:	<p><i>Station personnel made appearances throughout the year to further disseminate information about employment opportunities to members of the community. Station personnel often host students wishing to learn more about certain jobs in the broadcasting industry.</i></p> <p>Assignment Editor spoke to students in a Communications class at Minnesota State University Moorhead on January 25th, 2017.</p> <p>Assignment Editor spoke to students in the Campus News department on March 20, 2017.</p> <p>Assignment Editor spoke to a group planning the 50th Anniversary of the Moorhead State University Mass Communications Department on September 14th, 2017.</p>
3	Training:	<p>On March 23, 2017, FCC Equal Employment Opportunity Rules Webinar. Attended by Operations Manager and Office Manager</p>