

**KSFY, KABY, KPRY**  
**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Journalist	2,3,4,5,6,10,11,12,13	3
Multimedia Journalist/Producer	2,3,4,5,6,7,8,11,12,13	12
Morning News Producer	2,3,4,5,7,8,11,12,13	12
Weekend Meteorologist	2,3,4,7,8,15,16,17	2
Technical Media Producer	1,2,3,5,8,11,12,13,14,15,18	18
Technical Media Producer	1,2,3,5,8,11,12,13,14,15,18	18
Technical Media Producer	1,2,3,5,8,11,12,13,14,15,18	2
Producer	2,3,4,5,6,11,12,13,15,18	18
Graphic Artist	Exigent hire	18

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	On-air recruitment schedule on KSFY	N	
2	KSFY.com	N	5
3	Tvjobs.com	N	6
4	Careerbuilder.com	N	0
5	<a href="http://www.getgrads.com">www.getgrads.com</a>	N	0
6	<a href="http://careerservices.nabj.org">careerservices.nabj.org</a>	N	0
7	Gray Television, 4370 Peachtree Road, NE, Suite 400 Atlanta Georgia 30319 (404) 266-8333	N	0
8	Referral	N	2
9	Internship	N	1
10	Internal Hire/Promotion	N	2
11	South Dakota State University, Brookings, SD 57007	N	0
12	University of South Dakota, 414 E. Clark Street, Vermillion, SD 57069	N	2
13	University of Sioux Falls, 1101 W. 22 <sup>nd</sup> Street, Sioux Falls, SD 57105	N	0
14	On-air recruitment schedule on CW of Sioux Falls	N	0
15	Peplematter.com	N	2
16	NWA Jobs Board, <a href="http://nwas.org/membership/nwa-job-board/">http://nwas.org/membership/nwa-job-board/</a>	N	
17	Weathercaster	N	
18	Rehire of former employee	N	2
19	Dakota State University, 820 Washington Ave N, Madison, SD 57042	N	
(etc.)			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>22</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Job Fair – South Dakota State University	On, January 27, 2017, the station participated in a job fair held at South Dakota State University. Participants included the General Manager and a newsroom producer.
<b>2</b>	Internships	From May 2017 – August 2017, the station hosted 4 interns from South Dakota State University.
<b>3</b>	KSFY Media Camp	Between June 12-16, 2017, the station hosted 10 high school students from schools across the viewing area for a media camp. The students learned about all aspects of television and produced their own 5 minute newscast at the end of the camp.
<b>4</b>	CTE Academy tour	On March 10, 2017, students from the Career and Technical Education Academy (“CTE”) visited KSFY for a tour.
<b>5</b>	CTE Academy visits	On April 11, 2017, the General Manager and News Director visited three classes at the CTE Academy in Sioux Falls to discuss careers in television.
<b>6</b>	EEO Webinar	On March 23, 2017, the General Manager, News Director, General Sales Manager and Office Manager all attended an EEO Webinar given by our outside FCC counsel, Joan Stewart of Wiley Rein.