

KOTA, KEVN-LD, KHSD, KSGW
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020

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
Multimedia Journalist	1,2,3,4,5,6,7,9,10,11,28	11
Multimedia Journalist	1,2,3,4,5,6,7,9,10,11,28	11
Producer	1,2,3,4,5,6,7,9,10,11,28	10
Digital Producer	1,2,3,4,5,6,7,9,10,11, 19,28	10
Meteorologist (weekends)	1,2,3,4,5,6,7,9,10,11,19,28	10
Anchor/Reporter	1,2,3,4,5,6,7,9,10,11,19,28	10
Multimedia Journalist	1,2,3,4,5,6,7,9,10,11,19,28	10
Reporter/Anchor	1,2,3,4,5,6,7,9,10,11,19,28	10
Chief Meteorologist	1,2,3,4,5,6,7,9,10,11,19,28	10
Account Executive (KOTA)	1, 6, 16	1
Account Executive (KOTA)	1, 6, 11, 16	11
Account Executive (KEVN)	1, 6, 16	1

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	Snagajob Gray HR All jobs are automatically posted to Indeed.com	NO	132
2	Winona State University * Vicki Decker 314 Maxwell, PO Box 5838 Winona, MN 55987 507-457-5878	Yes News Only	
3	Ohio Ctr. Broadcasting * Debbie Byrd dbyrd@beonair.com 303-479-4908	Yes News & Production	
4	Colorado State Univ. www.career.colostate.edu 970-491-5707	NO	12
5	University of Colorado Boulder www.colorado.edu/career 303-492-6541	NO	15
6	KOTATV.COM 2001 Skyline Dr, Rapid City SD 57701 605-394-7777	NO	1
7	University of Northern Colorado www.unco.edu 970-351-2127	No	
8	University of Denver www.ucdenver.edu 303-315-7315	NO	
9	TVJobs http://www.tvjobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	NO	
10	Gray.TV career page https://gray.tv/index.php?page=gray-tv-careers	NO	91

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Media Scout KOTA 2001 Skyline Drive, Rapid City SD 57701 605-394-7777	NO	66
12	Job Fairs	NO	1
13	Gray TV news directors newsdir@gray.tv	NO	
15	SW Minnesota State Univ. Lori Engelbretson Lori.Engelbretson@SMSU.edu Marshall MN. 56258 800-642-0684	NO	
16	SD Broadcasters Assn. Marla Willard PO Box 1037 Pierre, SD 57501 605-224-7426	NO	
17	University of SD Michelle Van Maanen 414 E. Clark St Vermillion, SD 57069 605-677-5478	NO	1
18	Teresa Hein MyMediaJobs https://www.mymediajobs.com/ (515) 224-3904	NO	
19	www.indeed.com	NO	8
20	St. Cloud State Mark Mills mmills@stcloudstate.edu St. Cloud, MN 56301	NO	
21	Bowling Green State University Kathy Bradshaw kabrads@bgsu.edu Bowling Green, KY 43403 419-372-2542	NO	
22	Internal Hire/Promotion	NO	1
23	General Referral Source	NO	
24	Loyola University Chicago Lee Hood lhood1@luc.edu Chicago, IL 312-915-8538	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	South Dakota State University Betty Nelson Betty.Nelson@sdsstate.edu Brookings, SD 57007 605-688-4171	NO	2
26	Black Hills State University www.bhsu.edu/StudentLife/CareerDevelopment/EmployerServices 1200 University St., Unit 9003 Spearfish, SD 57779 605-642-6750	NO	
27	Minnesota State University, Mankato Amy Mattson Lauters amy.lauters@mnsu.edu Mankato, MN 56001 507-389-5523	NO	
28	www.Handshake.com (275 colleges and universities approved job listings)	NO	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			330

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On February 26, 2020, our News Director participated in a job fair at the University of Colorado.
2	Co-Sponsor Job fair	<p>On March 11, 2020, the stations Co-Sponsored & participated in the Black Hills Regional job fair held at The Rushmore Plaza Civic Center in Rapid City. Other Co-Sponsors include: The University Center, Kelly Services, and South Dakota School of Mines and technology.</p> <p>Participants from the stations included the Production Director, Director of Engineering, Director of Sales, and News Director.</p>
3	Participate in Scholarship Program for Students Interested in Pursuing a Career in Broadcasting	Our station group is actively involved in administering the Rising Star Scholarship program, including financial contributions, reviewing applications and selecting the recipient of the scholarship.
4	Provide EEO Training to Management Level Personnel	<p>On Nov. 19, 2020, our General Manager and Business Manager attended a webinar entitled “The FCC’s Equal Employment Opportunity Rules” presented by Joan Stewart of Wiley Rein, LLP.</p> <p>Beginning on July 9th, our General Manager participated in the “Foundations in diversity, equity and inclusion training” hosted by the Adaway Group. The training was 1 day a week for 5 weeks.</p>