

KSFY-TV, KPRY-TV, KDLT-TV, KDLV-TV, KABY-LD
EEO PUBLIC FILE REPORT
December 1, 2020 – November 30, 2021

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
Editor	1,2,3,6,7,8,10,11,12,13,15,21	2
Multimedia Journalist	1,2,3,6,7,8,10,11,12,13,15,21	15
Morning Anchor	1,2,3,6,7,8,10,11,12,13,15,21	7
Morning Multimedia Journalist	1,2,3,6,7,8,10,11,12,13,15,21	10
Multimedia Journalist (Aberdeen)	1,2,3,6,7,8,10,11,12,13,15,21	2
Weekend Morning Anchor/MMJ	1,2,3,6,7,8,10,11,12,13,15,21	10
News Anchor	1,2,3,6,7,8,10,11,12,13,15,21	10
Photojournalist	1,2,3,6,7,8,10,11,12,13,15,21	21
Weekend Anchor	1,2,3,6,7,8,10,11,12,13,15,21	10
Weekend Meteorologist	1,2,3,6,7,8,10,11,12,13,15,16, 17, 21	16
Promotions Producer	1,2,3,6,7,8,10,11,12,13,15,19,21	21
Creative Services Producer	1,2,3,6,7,8,10,11,12,13,15,19,21	21
Technical Media Producer	1,2,3,7,8,15,18,21	21
Technical Media Producer	1,2,3,7,8,15,18,21	18
Account Executive	1,2,3,6,7,8,10,11,12,13,15,19,21	21

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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	On-air recruitment schedule on KSFY & KDLT	N	
2	DakotaneWSnow.com	N	5
3	Tvjobs.com	N	
4	Careerbuilder.com	N	
5	www.getgrads.com	N	
6	careerservices.nabj.org	N	
7	Gray.tv	N	15
8	Referral	N	1
9	Internship	N	
10	Internal Hire/Promotion	N	7
11	South Dakota State University, Brookings, SD 57007	N	
12	University of South Dakota, 414 E. Clark Street, Vermillion, SD 57069	N	
13	University of Sioux Falls, 1101 W. 22 nd Street, Sioux Falls, SD 57105	N	
14	On-air recruitment schedule on CW of Sioux Falls	N	
15	GrayTV snag.com or people matter posts automatically to Indeed.com	N	1
16	NWA Jobs Board, http://nwas.org/membership/nwa-job-board/	N	1
17	Weathercaster	N	
18	Rehire of former employee	N	1
19	Dakota State University, 820 Washington Ave N, Madison, SD 57042	N	
20	Linked In	N	
21	Indeed.com	N	22
TOTAL INTERVIEWEES OVER REPORTING PERIOD			53

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On November 3, 2021, the station hosted a booth at the career fair on the South Dakota State University campus. Participants included the general manager and the news director.
2	Participate in Job Fair	On October 28, 2021, the station hosted a booth at the career fair on the University of Sioux Falls campus. Participants included the general manager, the news director and the local sales manager.
3	Dakota News Now Media Camp	No Media Camp in 2021 due to COVID-19. No guests allowed in the station.
4	Participate in Job Fair	On November 8, 2021, the station hosted a booth at the career fair on the University of South Dakota campus. Participants included the general manager and the news director.
5	Internship Program	The newsroom hosted an intern from South Dakota State University during the fall semester of 2021.
6	Participate in Job Fair	On February 25, 2021, South Dakota State University hosted a virtual career fair. The general manager and news director met with students online.
7	Midwest Journalism Conference	On April 14, 2021 the Midwest Broadcast Journalists Association hosted a virtual version of the Midwest Journalism Conference. The news director presented a session on legal issues in the media.
8	Participate in even in partnership with an educational institution	Set up a virtual booth for Junior Achievement of South Dakota’s middle school career fair on February 15, 2021. The virtual booth contained videos from several newsroom employees explaining their job responsibilities.