

KDLT-TV, KDLV-TV, KPRY-TV, KSFY-TV
EEO PUBLIC FILE REPORT
December 1, 2022 - November 28, 2023

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
DIGITAL PRODUCER	1, 3, 6-7, 10, 12, 14	7
MORNING MMJ	1, 3, 6-7, 9, 12, 14	9
METEOROLOGIST	1, 3-4, 6-8, 10, 12, 14, 16	8
WEEKEND AM ANCHOR/MMJ	1, 3, 6-7, 9-10, 12, 14	9
DIGITAL PRODUCER	1, 3, 6-8, 10, 12, 14	8
LOCAL SALES MANAGER (Dakota News Now) - KSFY/KDLT	1, 3, 5-8, 11-15	8
CHIEF ENGINEER - KSFY/KDLT	1, 3, 5-8, 13, 17	8
NEWS ANCHOR/PRODUCER - KSFY/KDLT	1, 3, 5-8, 13, 17	8
PHOTOJOURNALIST - KSFY/KDLT	1, 3, 5-7, 9, 13, 16-17	16
NEWS ANCHOR (MORNING) - KSFY/KDLT	1-3, 5-9, 11-15, 17	8
ENGINEER/ IT - KSFY/KDLT	1, 3, 5-8, 11-14, 17	8
NEWS ANCHOR/MMJ (W/END - MORNING) - KSFY/KDLT	1, 3-7, 9, 13, 17	9
MULTIMEDIA JOURNALIST (MORNING) - KSFY/KDLT	1, 3, 5-8, 13, 17	7
MULTIMEDIA MARKETING ACCOUNT EXECUTIVE - KSFY/KDLT	1-2, 6-7, 17	2

KDLT-TV, KDLV-TV, KPRY-TV, KSFY-TV**EEO PUBLIC FILE REPORT****December 1, 2022 - November 28, 2023****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	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
2	Corporate Recruiter	N	2
3	dakotaneWSnow.com 325 S 1st Ave Suite 100 Sioux Falls, South Dakota 57104 Phone : 605-373-7300 Url : http://www.dakotaneWSnow.com Paige Mayer Manual Posting	N	1
4	Employee Referral	N	2
5	getgrads.com getgrads.com Pierre, South Dakota Sarah Lems Manual Posting	N	0
6	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	6
7	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	10
8	Internal Transfer/Promotion	N	14
9	Linked In - Not Directly Contacted by SEU	N	5
10	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	0

KDLT-TV, KDLV-TV, KPRY-TV, KSFY-TV**EEO PUBLIC FILE REPORT****December 1, 2022 - November 28, 2023****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
11	NWA , South Dakota Url : http://nwas.org/membership/nwa-job-board Job Board Manual Posting	N	0
12	South Dakota State University 1137 Campanile Ave Brookings, South Dakota 57006 Phone : 605-688-4171 Url : http://sdstate.edu Email : rocky.dailey@sdstate.edu Rocky Dailey	N	0
13	tvjobs.com , South Dakota Talent Site Manual Posting	N	0
14	University of Sioux Falls 1101 W 22nd St Sioux Falls, South Dakota 57105 Phone : 605-360-2560 Email : nick.poppens@siouxfalls.edu Nick Poppens	N	0
15	University of South Dakota 415 E Clark St Vermillion, South Dakota 57069 Phone : 605-677-5478 Email : michelle.vanmaanen@usd.edu Michelle Van Maanen	N	0
16	Unknown (source not adequately identified upon inquiry by SEU)	N	2
17	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			42

KDLT-TV, KDLV-TV, KPRY-TV, KSFY-TV**EEO PUBLIC FILE REPORT****December 1, 2022 - November 28, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	The newsroom hosted Zoe Shriner, an intern from Augustana University during the spring semester of 2023.	1	News Director
2	3/31/2023	Participation in Job Fairs	On March 31 & April 1, 2023, the Midwest Broadcast Journalists Association hosted the Midwest Journalism Conference. The news director moderated a session, and assisted at the company's booth during the job fair.	1	News Director
3	5/22/2023	Establishment of an intern program designed to assist members of the community	The newsroom hosted three interns during the summer of 2023. 2 students from the University of South Dakota 1 student from the University of Sioux Falls	1	News Director
4	6/5/2023	Participation in other activities designed by the station employment unit	On the week of June 5, 2023, Dakota News Now hosted 10 high school students for a media camp, where they learned about the television business.	2	General Manager News Director General Sales Manager
5	10/30/2023	Participation in Job Fairs	On October 30, 2023, the station hosted a booth at the University of South Dakota in Vermillion. Participants included the news director and the general manager.	2	News Director General Manager
6	11/1/2023	Participation in Job Fairs	On November 1, 2023, the station hosted a booth at South Dakota State University in Brookings. Participants included the news director and the general manager.	2	News Director General Manager