

KSFY TV  
EEO Public File Report

12/1/07-11/30/08

Vacancy List  
See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources	RS Referring Hiree
Account Executive	3-1,25,26,27,33	25
News Producer	2-6,25,26	25
Videotape Editor	2-25,27,33	25,27
Production	6-1,2,6,25,27	9,10,25,27
News Reporter	2-15,23,25,29	25
Master Control Operator	2-6,25,26	25
News Producer	2-15,23,25,29	25
News Photographer	2-15,23,25,29	25

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Master Recruitment Source List (MRSL)

						Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees 12 Mo. Period
1	Augustana*	2001 S. Summit Ave	Sioux Falls	SD	57197	y	3
2	University of Sioux Falls*	1101 W. 22nd St.	Sioux Falls	SD	57103	y	5
3	Kilian College*	300 E. 6th St	Sioux Falls	SD	57103	y	0
4	Southeast Technical Institute*	2320 N. Career Ave	Sioux Falls	SD	57107	y	3
5	University of South Dakota	414 E. Clark St	Vermillion	SD	57069	y	3
6	South Dakota State University*	Box 2201	Brookings	SD	57006	y	4
7	Dakota Wesleyan University*	1200 W. University Ave	Mitchell	SD	57301	y	0
8	Northern State University	1200 S. Jay St.	Aberdeen	SD	57401	y	2
9	Briar Cliff College	3303 Rebecca St	Sioux City	IA	51104	y	0
10	Morningside	1501 Morningside Ave	Sioux City	IA	51106	y	0
11	Multi-Cultural	515 N. Main Ave	Sioux Falls	SD	57104	y	0
12	Mitchell Technical Institute	821 N. Capital St	Mitchell	SD	57301	y	1
13	Buena Vista University	610 W. 4th St.	Storm Lake	IA	50588	y	1
14	Broadcast Employment Services	PO Box 4116	Oceanside	CA	93950	y	0
15	Medialine	PO Box 51909	Pacific Grove	CA	93950	y	15
16	National Press Photographer Association	12334 Stable Pass	San Antonio	TX	78249	y	0
17	Radio-Television News Directors	1600 K. Street NW Ste 700	Washington	DC	20006-2838	y	0
18	National Association of Black Journalist	8701-A Adelphi Rd	Adelphi	MD	20783-1716	y	0
19	National Association of Hispanic Journalist	1000 National Press Bldg	Washington	DC	20045-2001	y	0
20	Jobsite at ksfy.com - www.jobsite.tv	In House				n	2
21	TV Ad	In House				n	4
22	Argus Leader Newspaper	200 S. Minnesota Ave	Sioux Falls	SD	57105	n	0
23	TV Jobs	Website				n	34
24	Other North Dakota Television Stations					n	1
25	KSFY Staff Referral					n	27
26	KSFY Walk In candidate					n	6
27	KSFY Internal Candidate					n	4
28	The Broadcast Image	PO Box 6105	San Antonio	TX	78209	y	1
29	University of Minnesota	1701 University Ave. SE	Minneapolis	MN	55414	y	2

Total Number of Interviewees in a 12 month period

118

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Recruitment Initiatives

Type	Description
1 Training Program to help personnel acquire skills To qualify for higher level positions	Cross training in house to promote internal promotions
2 Internship Program	Station utilizes Interns on a regular basis  Sales had 2 Intern in 2008  News had 2 Interns in 2008  Sports had 1 intern in 2008
3 Participate in Job Fair	Brookings, SD
4 Southwest Minnesota State University Operations Manager	Marshall, MN