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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
Morning Reporter	1-2, 4-5, 8-13, 15-16, 19, 21, 24-27, 29-30, 33-35, 37-48, 50-55, 57-58	11
Host/Producer	1-2, 4-6, 8-10, 12-13, 15-16, 19, 21, 24-27, 29-30, 33-35, 37-43, 45-55, 57-59, 61	59
TMP Newscast Director	1-2, 4-6, 8-10, 12-13, 15-16, 18-19, 21, 24, 26-27, 29, 33-35, 37-55, 57-58	19
TMP Newscast Director	1-2, 4-6, 8-10, 12-13, 15-16, 18-19, 21, 24, 26-27, 29, 33-35, 37-55, 57-58	15
General Sales Manager	1-2, 4-6, 8-13, 15-16, 19, 22, 24, 26-27, 29-30, 33-55, 57-58	11
Weekend Anchor/Reporter	1-2, 4-6, 8-10, 13, 15-16, 19, 21, 24-27, 29-30, 33-35, 37-55, 57-58, 61	61
Photographer	1-2, 4-6, 8-10, 12-13, 15-16, 19, 21, 25-27, 29-30, 33-35, 37-55, 57-58	19
Reporter	1-2, 4-6, 8-10, 13, 15-16, 19, 21, 24, 26 -27, 29-30, 33-35, 37-48, 50-55, 57-59	59
Reporter	1-2, 4-6, 8-10, 13, 15-16, 19, 21, 24, 26 -27, 29-30, 33-35, 37-48, 50-55, 57-58	19
Reporter/MMJ	1-2, 4-6, 8-10, 13, 15-16, 19, 21, 24, 26 -27, 29-30, 33-35, 37-48, 50-55, 57-58, 61	19
Reporter/MMJ	1-2, 4-6, 8-10, 13, 16, 19, 21, 24, 26-27, 29-30, 33-35, 37-48, 50-55, 57-58	19
Multi Media Marketing Consultant	1-2, 4-6, 8-10, 12-13, 15-16, 19, 21, 24, 26-27, 29-30, 33-34, 37-55, 57-58	19
Digital Desk Anchor	1-2, 4-6, 8-10, 12-13, 15-16, 19, 21, 24-27, 29-30, 33-35, 37-48, 50-55, 57-58, 61	19
Sales Assistant	1-2, 4-6, 8-10, 12-13, 15-16, 19-21, 24, 26-27, 29-30, 33-35, 37-55, 57-58	9
Digital Sales Manager / Local Sales Manager	1-2, 4-6, 8-10, 12-13, 15-16, 19, 21, 24, 26-27, 29-30, 33-35, 37-55, 57-58	15
NEWSCAST PRODUCER (PRIMARY) - KVLY	1-10, 13, 15-19, 21, 23-27, 29-35, 37-58, 60	19
NEWSCAST PRODUCER (PRIMARY) - KVLY	1-10, 13, 15-19, 21, 23-27, 29-35, 37-58, 60	19
NEWSCAST PRODUCER (PRIMARY) - KVLY	1-10, 13, 15-19, 21, 23-27, 29-35, 37-58, 60	19
CHIEF METEOROLOGIST - KVLY	3, 6-7, 15, 17-19, 23, 31-32, 37, 56, 60	19

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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
TECHNICAL MEDIA PROD. (PRIMARY) - KVLY	3, 6-7, 14, 17-19, 23, 31-32, 37, 56, 60	14
MULTIMEDIA JOURNALIST - KVLY	3, 6-7, 15, 17-19, 23, 31-32, 56, 60	19
MULTIMEDIA MARKETING CONSULTANT - KVLY	7, 15, 17-19, 23, 28, 31-32, 37, 56	28
INSIDE SALES COORDINATOR - KVLY	3, 6, 11, 15, 17-19, 23, 31-32, 37, 56, 60	11

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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	Adrian College 110 South Madison Street Adrian, Michigan 49221 Phone : 517-265-5161 Url : http://www.concordia.joinhandshake.com/login Career Planning Manual Posting	N	0
2	Bemidji State University 1500 Birchmont Drive NE Bemidji, Minnesota 56601 Phone : 218-755-2038 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
3	Beonair Network - Ohio Media School - Cleveland 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 234-203-2768 Url : http://www.beonair.com Email : lleciejewski@beonair.com Lynda Leciejewski	N	0
4	Bismarck State College 1500 Edwards Avenue Bismarck, North Dakota 58501 Phone : 701-224-5752 Url : http://www.concordia.joinhandshake.com/login Career Services Manual Posting	N	0
5	Butler University 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-9383 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0

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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
7	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : http://www.beonair.com Email : dbyrd@beonair.com Debbie Byrd	N	0
8	Columbia College 754 South Wabash Avenue Chicago, Illinois 60605 Phone : 312-369-7280 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
9	Concordia College 901 8th Street South Moorhead, Minnesota 56560 Phone : 218-299-3020 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	1
10	Cornerstone University 1001 East Beltline Avenue NE Grand Rapids, Michigan 49525 Phone : 616-949-5300 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
11	Current Employee	N	4
12	Dakota State University 820 North Washington Avenue Madison, South Dakota 57042 Phone : 605-256-5122 Url : http://www.concordia.joinhandshake.com/login Career Services Manual Posting	N	0

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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
13	Eastern Michigan 900 Oakwood Street Ypsilanti, Michigan 48197 Phone : 734-487-0400 Url : http://www.concordia.joinhandshake.com/login Career Services Manual Posting	N	0
14	Employee Referral	N	1
15	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	2
16	Gustavus College 800 West College Avenue St. Peter, Minnesota 56082 Phone : 507-933-7575 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
17	Illinois Media School - Chicago Campus 105 W. Adams Street Chicago, Illinois 60603 Phone : 312-566-7972 Url : http://www.beonair.com Email : mosazuwa@beonair.com Mary Osazuwa	N	0
18	Illinois Media School - Lombard Campus 455 Eisenhower Lane S Suite 200 Lombard, Illinois 60148 Phone : 630-916-1394 Url : http://www.beonair.com Email : dlingemann@beonair.com Dustin Lingemann	N	0
19	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	33
20	Internship Program	N	1

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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
21	Job Service of North Dakota PO Box 5507 Bismarck, North Dakota 58506 Phone : 701-328-4000 Url : http://www.jobsnd.com Employment Listings Manual Posting	N	0
22	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	0
23	MBA Job Bank 408 Saint Peter Street Suite 423 St. Paul, Minnesota 55102 Phone : 612-926-8123 Email : office.manager@minnesotabroadcasters.com Tim Hyde	N	0
24	Metropolitan State University 700 7th Street East St. Paul, Minnesota 55106 Phone : 651-793-1528 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
25	Minneapolis College of Art and Design 2501 Stevens Avenue Minneapolis, Minnesota 55404 Phone : 612-874-3721 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
26	Minnestoa State University Mankato 122 Taylor Center Mankato, Minnesota 56001 Phone : 507-389-6061 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0

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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
27	Minnestoa State University Moorhead 1104 7th Avenue South Moorhead, Minnesota 56560 Phone : 218-477-2131 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
28	Non-Employee Referral	N	1
29	North Dakota State College of Science 800 6th Street North Wahpeton, North Dakota 58076 Phone : 701-671-2258 Url : http://www.concordia.joinhandshake.com/login Career Services Manual Posting	N	0
30	North Dakota State University 1301 12th Avenue North Fargo, North Dakota 58102 Phone : 701-231-7111 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
31	Northland Community and Technical College 1101 MN -1 Thief River Falls, Minnesota 56701 Phone : 218-683-8800 Url : http://www.northlandcollege.edu Email : career.center@northlandcollege.edu Career Center	N	0
32	Rural Minnesota CEP 715 11th Street North Suite 302 Moorhead, Minnesota 56560 Phone : 218-287-5060 Url : http://rural minnesota cep Email : theresah@rmcep.com Fax : 1-218-299-5871 Theresa Hazemann	N	0

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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
33	South Dakota State University 1421 Student Union Lane Brookings, South Dakota 57006 Phone : 605-688-4425 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
34	Southwest Minnesota State University 1501 State Street Marshall, Minnesota 56258 Phone : 507-537-6221 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
35	St. Cloud State University 720 4th Avenue South St. Cloud, Minnesota 56301 Phone : 320-308-2151 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
36	Station website posting	N	1
37	TV Jobs PO Box 416 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
38	University of Indianapolis 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 317-788-3923 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0

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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
39	University of Minnesota 100 Church Street SE Minneapolis, Minnesota 55455 Phone : 612-625-5000 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
40	University of Nebraska Lincoln 1400 R Street Lincoln, Nebraska 68508 Phone : 402-472-3145 Url : http://www.concordia.joinhandshake.com/login Career Services Manual Posting	N	0
41	University of Nebraska Omaha 6001 Dodge Street Omaha, Nebraska 68182 Phone : 402-554-3672 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
42	University of North Dakota 280 McCannel Hall Grand Forks, North Dakota 58203 Phone : 701-777-3904 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
43	University of Wisconsin - Eau Claire 105 Garfield Avenue Eau Claire, Wisconsin 54702 Phone : 715-836-3487 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
44	University of Wisconsin - Green Bay 2420 Nicolet Drive Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0

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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
45	University of Wisconsin - LaCross 1725 State Street LaCrosse, Wisconsin 54601 Phone : 608-785-6950 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
46	University of Wisconsin - Madison 500 Lincoln Drive Madison, Wisconsin 53706 Phone : 608-262-3961 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
47	University of Wisconsin - Milwaukee 2200 East Kenwood Blvd Milwaukee, Wisconsin 53211 Phone : 414-229-4486 Url : http://www.concordia.joinhandshake.com/login Career Services Manual Posting	N	0
48	University of Wisconsin - Oshkosh 750 Elwood Avenue Oshkosh, Wisconsin 54901 Phone : 920-424-2181 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
49	University of Wisconsin - Parkside 900 Wood Road Kenosha, Wisconsin 53144 Phone : 262-595-2040 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
50	University of Wisconsin - Platteville 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1183 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0

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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
51	University of Wisconsin - River Falls 410 South 3rd Street River Falls, Wisconsin 54022 Phone : 715-425-3572 Url : http://www.concordia.joinhandshake.com/login Career Services Manual Posting	N	0
52	University of Wisconsin - Stevens Point 2100 Main Street Stevens Point, Wisconsin 54401 Phone : 715-346-3226 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
53	University of Wisconsin - Superior 801 North 28th Street Superior, Wisconsin 54880 Phone : 715-394-8024 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
54	University of Wisconsin - Whitewater 800 West Main Street Whitewater, Wisconsin 53190 Phone : 262-472-1472 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
55	Valparaiso University 1509 Chapel Drive Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
56	VNL Employment - HireClick 401 E 8th Street Suite 220b Sioux Falls, South Dakota 57103 Phone : 701-532-0976 Url : http://www.hireclick.com Email : glen@hireclick.com Glen Turner	N	0

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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
57	Western Illinois University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-1838 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
58	Winona State University 175 W. Mark Street Winona, Minnesota 55987 Phone : 507-457-5878 Url : http://www.concordia.joinhandshake.com/login Career Center Manual Posting	N	0
59	Word of Mouth Referral	N	3
60	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
61	YouTube - Not Directly Contacted by SEU	N	4
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**51**

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/1/2022	Establishment of an intern program designed to assist members of the community	During this reporting year, we had an intern from Mayville State University and an intern from North Dakota State University. They worked in the News Department.	1	News Director
2	4/20/2023	Provision of training to management	On April 20, 2023 Office Manager participated in a training of the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.	1	Office Manager
3	10/2/2023	Participation in events or programs sponsored by educational institutions	Host/Producer spoke to a group of Broadcast Communications students at North Dakota State University Fargo on October 2nd, 2023.	1	Host/Producer
4	10/21/2023	Participation in events or programs sponsored by educational institutions	Weather Department gave a tour of the KVLY Studio and spoke to a group of University of North Dakota Weather Update team students on October 21st	2	Weather Weather - P/T
5	10/23/2023	Participation in events or programs sponsored by educational institutions	Host/Producer spoke to a group of Broadcast Journalism students at North Dakota State University Fargo on October 23rd, 2023.	1	Host/Producer
6	10/27/2023	Participation in events or programs sponsored by educational institutions	Host/Producer gave a tour of the KVLY Studio and spoke to a group of North Dakota State University Broadcast Journalism students on October 27th, 2023.	1	Host/Producer