

KJAM-AM, KJAM-FM  
EEO PUBLIC FILE REPORT  
December 1, 2012 - November 30, 2013

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
Account Executive	1-2	2
On Air Talent	3-4	3
On Air Talent	3-4	4
On Air Talent	3-4	3

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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	Allaccess.com South Dakota Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Career Services Manual Posting	N	1
2	Brown College 1345 Mendota Heights Road Mendota Heights, Minnesota 55120 Phone : 651-905-3400 Url : <a href="http://www.browncollege.edu">http://www.browncollege.edu</a> Mike Kronforst Manual Posting	Y	2
3	Dakota State University 820 Washington Ave N Madison, South Dakota 57042 Phone : 605-256-5122 Url : <a href="http://www.dsu.edu">http://www.dsu.edu</a> Marie Lohsandt Manual Posting	N	2
4	Employee Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	2/13/2013	Sponsorship of events in the community designed to increase public awareness	Peg Nordling gave a tour of the radio station and explained the different aspects of radio broadcasting as well as answered questions from the boy scouts and leaders. The Boy Scouts were working towards their Communications Badge.	1	Manager
2	3/11/2013	Sponsorship of events in the community designed to increase public awareness	News Director, Sue Bergheim spoke to the Rotary Club.	1	News Director
3	8/2/2013	Establishment of training programs for station personnel	Training with consultant, Joel Burke	2	GM/Announcer PD/Announcer
4	9/10/2013	Sponsorship of events in the community designed to increase public awareness	Talked to a group of 12 DSU Marketing Students regarding Return on Investment. I showed them the worksheet, the information you would need to get from the client to do a return on investment.. Getting that information you need to do a client needs analysis question sheet which we also went over..the different ways to ask question, open end, easy to answer questions, questions which build your credibility.	1	Salesperson
5	11/11/2013	Establishment of training programs for station personnel	Chris Lytle Ignite radio online Sales Training - 6 week course.	1	Salesperson