

Rushmore Media Company EEO PUBLIC FILE REPORT - JOB VACANCIES

The following job vacancies were filled by the Reporting

Station during the Reporting Period 12/1/13-11/30/14

Job Title	News	News	Digital Cont	Director	Photo-	Sales Acct	News	News	News Sports	Weekend	News	Master Cont	Master Cont	Sales Acct	Sales Acct	Sales Acct	News	News	Weekend	Weekend	News
Requisition Number	Reporter	Exec Prod	Manager	of Sales	journalist	Executive	Reporter	Reporter	Anchor/Rptr	Anchor/Rptr	Producer	Operator	Operator	Executive	Executive	Executive	Reporter	Reporter	Meteorologist	Meteorologist	Producer
Hire date	1/30/2014	3/28/2014	5/20/2014	5/12/2014	7/22/2014	5/1/2014	5/13/2014	6/11/2014	6/30/2014	6/10/2014	6/24/2014	7/14/2014	8/27/2014	6/13/2014	6/16/2014	6/18/2014	10/20/2014	10/24/2014	10/27/2014	10/27/2014	10/20/2014
Recruitment Source Information		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
On-air job advertisement	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
KOTATV web site	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
KOTATV internal posting	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
KOTATV on-air job advertisement	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Schurz Communications, Inc.			HS			x	x	x	x	x	x	HS		x	x	x		HS		x	x
South Dakota Association of College and Career Centers				x	x	x	x	x	x	x	x						x	x	x	x	x
Brown Institute				x	x	x	x	x	x	x	x						x	x	x	x	x
University of South Dakota-Vermillion	x			x	x	x	x	x	x	x	x						x	x	x	x	x
South Dakota Association of College and Career Centers (SDACCC)		x		x	x	x	x	x	x	x	x						x	x	x	x	x
Black Hills State University				x	x	x	x	x	x	x	x						x	x	x	x	x
Community Alternatives of the Black Hills				x	x	x	x	x	x	x	x						x	x	x	x	x
South Dakota Broadcasters Association	x	x		x	x	x	x	x	x	x	x	x	x				x	x	x	x	x
Career Learning Center				x	x	x	x	x	x	x	x						x	x	x	x	x
Skills Development Center				x	x	x	x	x	x	x	x						x	x	x	x	x
Specs Howard School of Media				x	x	x	x	x	x	x	x						x	x	x	x	x
Snelling and Shelling				x	x	x	x	x	x	x	x						x	x	x	x	x
National American University				x	x	x	x	x	x	x	x						x	x	x	x	x
Northern Hills One Stop Job Center				x	x	x	x	x	x	x	x						x	x	x	x	x
South Dakota School of Mines and Technology				x	x	x	x	x	x	x	x						x	x	x	x	x
South Dakota State University	x			x	x	x	x	x	x	x	x						x	x	x	x	x
South Dakota Dept. of Labor				x	x	x	x	x	x	x	x						x	x	x	x	x
The Academy				x	x	x	x	x	x	x	x						x	x	x	x	x
Communications Services for the Deaf				x	x	x	x	x	x	x	x						x	x	x	x	x
TVJobs.com	x			x	x	x	x	HS	x	HS							x	x	HS	HS	x
Wyoming Broadcasters Association	x			x	x	x	x	x	x	x							x	x	x	x	x
Loyola University	x			x	x	x	x	x	x	x							x	x	x	x	x
Wayne State University				x	x	x	x	x	x	x							x	x	x	x	x
St. Cloud State University	x			x	x	x	x	x	x	x							x	x	x	x	x
University of Wyoming				x	x	x	x	x	x	x							x	x	x	x	x
Chadron State College				x	x	x	x	x	x	x							x	x	x	x	x
University of Nebraska-Lincoln	x			x	x	x	x	x	x	x							x	x	x	x	x
Society of Broadcast Engineers				x	x	x	x	x	x	x							x	x	x	x	x
Media Line	x			x	x	x	x	x	x	x							x	x	x	x	x
Black Hills Regional Job Fair				x	x	x	x	x	x	x							x	x	x	x	x
Emerson College				x	x	x	x	x	x	x							x	x	x	x	x
Nebraska Broadcasters Association				x	x	x	x	x	x	x							x	x	x	x	x
LocalNewsJobs.com				x	x	x	x	x	x	x							x	x	x	x	x
Airman & Family Readiness Center				x	x	x	x	x	x	x							x	x	x	x	x
Journalism Jobs.com				x	x	x	x	x	x	x							x	x	x	x	x
All Access				x	x	x	x	x	x	x							x	x	x	x	x
Native Sun				x	x	x	x	x	x	x							x	x	x	x	x
Dakota State University				x	x	x	x	x	x	x							x	x	x	x	x
Air Talents				x	x	x	x	x	x	x							x	x	x	x	x
Hero 2 Hired				x	x	x	x	x	x	x							x	x	x	x	x
Star Herald				x	x	x	x	x	x	x							x	x	x	x	x
KDUH TV				x	x	x	x	x	x	x							x	x	x	x	x
Nebraska Workforce Development		x		x	x	x	x	x	x	x							x	x	x	x	x
The Freeform Radio Initiative, Inc.				x	x	x	x	x	x	x							x	x	x	x	x
www.blackhillsradiowanted.com		x		x	x	x	x	x	x	x							x	x	x	x	x
South Dakota Department of Labor		x		x	x	x	x	x	x	x							x	x	x	x	x
http://iyanradiojobs.com/cgi-bin/classifieds/classifieds.cgi		x		x	x	x	x	x	x	x							x	x	x	x	x
indeed.com		x		x	x	x	x	x	HS	x	HS	x	HS	x	x	x	x	x	x	x	x
careerbuilder.com		x		x	x	x	x	x	x	x				HS	x	x	x	x	x	x	x
Monster.com				x		x								x	HS	x					
hirebroadcasting.com		x		x	x	x	x	x	x	x							x	x	x	x	x
Employee Referral	HS	HS		HS	HS	HS	HS	x	x	x						HS	x	x	x	x	HS
Facebook / Electronic Media		x		x	x	x	x	x	x	x							HS	x	x	x	x
Linked In				x										x	x	x					
Southwest Minnesota State University	x																				
Rapid City Journal	x																				
Ball State University			x																		
Saint Mary's College			x																		
Valparaiso University			x																		
Southwestern Michigan College			x																		
University of Notre Dame			x																		

** Recruitment source requested and received vacancy notice

X = represents all recruitment sources that received vacancy notice

HS = Recruitment source that referred the hiree