

2023 EEO Public File Report

Employment Unit Covered

KOTA-AM,	Rapid City, South Dakota
KQRQ-FM,	Rapid City, South Dakota
KZZI-FM,	Rapid City, South Dakota / Belle Fourche, South Dakota
KDDX-FM,	Rapid City, South Dakota / Spearfish, South Dakota
KZLK-FM,	Rapid City, South Dakota
KDSJ-AM,	Deadwood, South Dakota

Reporting Period

December 1, 2022 – November 30, 2023

Full – Time Vacancies Filled During Reporting Period

1	Job Title: Director of Digital Campaigns SJ	Date Filed: Dec 15, 2022 Date Filled: Jan 6, 2023
	Recruitment Source: Employee Referral	518 St. Joseph St. Rapid City, SD
2	Job Title: Sales Representative TH	Date Filed: Jan 16, 2023 Date Filled: Feb 17, 2023
	Recruitment Source: Employee Referral	518 St. Joseph St. Rapid City, SD
3	Job Title: News Director DF	Date Filed Aug 10, 2023 Date Filled: Oct 6, 2023
	Recruitment Source: Personal Reference	1116 Jackson Blvd. Rapid City, SD

Recruitment / Referral Sources Used To Seek Candidates

<u>Source</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
All Access	Allaccess.com	Malibu, CA	
Riverfront Stations	518 St. Joseph St.	Rapid City, SD	57701
Employee Referral	518 St. Joseph St.	Rapid City, SD	57701
SD Broadcasters Asso.	Box 1037	Pierre, SD	57501
Job Fair.works	1019 Broadway	Yankton, SD	57078
Handshake	Black Hills St Univ.	Spearfish, SD	57783
Linkedin.com			
Personal Reference	518 St. Joseph St.	Rapid City, SD	57701
Station Websites	1116 Jackson Blvd	Rapid City, SD	57702

Total Number of Interviewees For Open Positions During the Reporting Period Per Recruitment/Referral Sources

<u>Referral Source</u>	<u>Contact</u>	<u>Address</u>	<u>Phone</u>	<u>Number of Interviewees Referred</u>
SD Broadcasters	Marla W	Box 1037 Pierre, SD 57501	(605) 224-1034	0
Station Websites	Jim K	Rapid City, SD 57701	342 – 2000	1
Personal Reference	Jim K	518 St. Joseph St. Rapid City, SD 57701	(605) 342 – 2000	2
Employee Referral	Jim K	518 St. Joseph St. Rapid City, SD 57701	(605) 342 – 2000	2
Job Fair.works	Austin K.	1019 Broadway Ave Yankton, SD 57078	(605) 665-7892	0
Riverfront Stations	Jim K	518 St. Joseph St. Rapid City, SD 57701	(605) 342 – 2000	1
Linkedin.com	Jim K			1
Handshake	Jim K	BHSU		0
All Access	Allaccess.com	Malibu, CA		0
<u>Total:</u>				7

Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation and Location	Station Staff Involved
On-Air Outreach	Monthly- Stations air announcements stating EEO status and soliciting assistance from Organizations who may help provide qualified applicants for current or future openings.	Jim K.
JobFair.Works	Monthly-Promoted station openings and openings for Other Businesses through station operated Website JobFair.Works	All On-Air
Junior Achievement	General Manager serves as local board member Assisting organization in developing skills and Traits in students for use in future employment Situations.	Jim K
Career Fair	Feb 28, 2023- Participated in Spearfish High School Career Fair. Discussed various positions with students and handed out detailed descriptions of various positions within the company	Jim K
Job Fair	February 16, 2023- Participated in Belle Fourche Chamber Job Fair. Discussed various positions with attendees and handed out detailed descriptions of various positions within the company	Jim K
Operation Graduation	May 2023- To help spotlight area High School seniors, and offer an introduction to broadcast writing, KZZI-FM and KDSJ-AM conducted Operation Graduation inviting students to write a 30 second bio covering their High School career, achievements and future plans. The station aired nearly 100 segments through the month of May and awarded a \$500 scholarship at random to one of the participants.	Jim K, Adrian F Cody O Ryan R Jay W.
SD Broadcasters	Aug 29-30, 2023- Management attended leadership conference In Sioux Falls. Participants attended multiple training sessions and networked with broadcast professionals from across the state.	Jim K. Mike F. Jay M.
FFA Regional Competition	October 20, 2023- Served as a judge for the Ag broadcasting competition of the FFA Regional Competition. Offered Feedback to contestants in the areas of news writing, Reporting and broadcasting and commercial copywriting And delivery.	Mike F.