

**KSDR(AM), KSDR-FM, KDLO-FM, KIXX(FM), KKSD(FM), KWAT(AM)
EEO PUBLIC FILE REPORT
December 1, 2018-November 30, 2019¹**

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	1-7	6
Account Executive	2-3, 5, 7	2

¹ This Report was modified in May 2020 to address reporting issues.

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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	South Dakota Job Service 2001 9 th Avenue SE Watertown, South Dakota 57201 Phone 605-882-5131 Contact Mike Jennings	No	2
2	Alpha Media Careers www.alphamediausa.com/careers	No	2
3	Indeed www.indeed.com	No	0
4	Job Fair(s) (<i>see Sec. III</i>)	No	0
5	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
6	Unknown (<i>source not adequately identified upon SEU inquiry</i>)	No	1
7	Word-of-Mouth Referral	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host job fair	On March 19, 2019, our SEU hosted a job fair in conjunction with the South Dakota Department of Labor at the County Fair Banquet Hall in Watertown, SD. Our SEU solicited local exhibitors, organized logistics and promoted the event. We also participated as a local employer, interacting with interested attendees regarding careers in broadcasting and broadcast sales.
2	Participate in other activities furthering the goal of disseminating information as to employment opportunities in broadcasting	During the months of October-December 2019, our SEU's Agriculture Director mentored a Watertown High School student who is involved in an agriculture broadcasting contest sponsored by the Future Farmers of America through Watertown High School. The student expressed an interest in possibly pursuing a career in agriculture broadcasting. We have met with and mentored her one to two times a week as part of that FFA program.
3	Management-level training regarding equal employment opportunity and preventing discrimination	On various dates throughout August & September 2019, our SEU's Market, Business and Operations Managers participated in ThinkHR training programs provided by Alpha Media, which covered the following topics: Bullying and Violence in the Workplace, and Workplace Harassment Prevention.
4	Management-level training regarding equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU's Business Manager and Assistant Business Manager participated in an interactive training webinar entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media," presented by Alpha Media's communications counsel, Wiley Rein LLP.