

KSDR(AM), KSDR-FM, KDLO-FM, KIXX(FM), KKSD(FM), KWAT(AM)
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018¹

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	1-5	5
On-Air Talent/Board Operator	1-3, 5-6	5
Account Executive	1-3, 5-6	3

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	0
2	Alpha Media Careers www.alphamediausa.com/careers	No	0
3	Indeed www.indeed.com	No	1
4	Job Fair(s) (<i>see Sec. III</i>)	No	0
5	Word-of-Mouth Referral	No	2
6	Walk-In/Self-Referral	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			3

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host job fair	On March 20, 2018, 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.
2	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On January 25, 2018, our SEU hosted a student from the Watertown Middle School gifted program for a job shadowing opportunity. An on-air announcer was shadowed by the student during the work day, demonstrating his job duties and other station operations.