

2013 ANNUAL EEO PUBLIC FILE REPORT

Armada Media

Station(s):

**KNBZ-FM, KGIM AM/FM,
KSDN AM/FM & KBFO-FM**

Community(ies) of License:

Aberdeen, SD and Redfield, SD

Reporting Period:

**December 1, 2012 thru
November 30, 2013**

No. of Full-time Employees: **15**

Small Market Exemption: **Yes**

During the Reporting Period, no positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Co-sponsored 2 job fairs with organizations in the business and professional communities whose membership includes substantial participation by women and minorities. The stations were represented by personnel who have substantial responsibility in making hiring decisions.

2013 Aberdeen Area Job Fair, Tuesday, March 19, 2013. Hosted at the Aberdeen Civic Arena, 215 South Washington Street, Aberdeen, SD. Program Director and Sports Director attended.

2013 Aberdeen Area Job Fair, Tuesday, September 17, 2013. Hosted at the Aberdeen Civic Arena, 215 South Washington Street, Aberdeen, SD. Program Director and Sports Director attended.

Participation in training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Management and Sales staff participated in a two day sales training in Omaha, NE on January 26-January 27, 2013 with Terry Shockley conducting the two day event. Individual break-out sessions were held for managers, sales managers and sales staffs.

General Manager and Sales Manager Attended the 2013 NAB Radio Convention in Las Vegas, NV, April 8th thru the 11th, 2013. Attended the sessions providing training on sales, regulatory and technical matters.

General Manager Attended the 2013 RAB Convention in Orlando, FL, September 18th thru the 20th, 2013. Attended the sessions providing training on sales, regulatory and technical matters.

Participated in 1 event sponsored by educational institutions relating to career opportunities in broadcasting.

Stations participated in a Job Shadow day with On-Air Staff, March, 2013. A high school student from Northwestern, SD, that attends Northwestern High School, job shadowed our KGIM-FM staff.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 0

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred

RECRUITING SOURCES USED

The following recruiting sources were used for each hire:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
One Stop Career Center	N	420 South Roosevelt Street, Aberdeen, SD 57401		605-626-2340
Hub City Radio Stations	Y	13541 386 th Avenue, Aberdeen, SD 57401	Station Manager, Sales Manager,	605-229-3632
All Access	N			www.Allaccess.com
Sports Broadcasters of America	N	81 Speen Street, Natick, MA	Recruiter	508-650-2000
Aberdeen American News	N	124 Second Street South, Aberdeen, SD	Classifieds	605-225-4100

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.