

EEO PUBLIC FILE REPORT

2023 - Amended

A. Employment Unit Covered

KCCR-AM – Pierre, South Dakota
 KLXS-FM – Pierre, South Dakota
 KCCR-FM – Pierre, South Dakota

B. Reporting Period

December 1, 2022– November 30, 2023

C. Full – Time Vacancies Filled During Reporting Period

1. Job Title: Multi-Media Specialist/On Air Talent Date Filled: April 10, 2023
 Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL
2. Job Title: Multi-Media Specialist Date Filled: June 26, 2023
 Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL
3. Job Title: Office Assistant Date Filled: October 2, 2023
 Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
KCCR-AM website	kccrradio.com		
KLXS-FM website	pierrecountry.com		
KCCR-FM website	capitalcityrock.com		
SD Broadcaster Association	106 W Capitol Ave	Pierre	57501
Job Fair.works	106 W Capitol Ave	Pierre	57501
Indeed website	indeed.com		
SD Dept. of Labor & Regulation	dlr.sd.gov		
Riggs High School	1010 E Broadway Ave	Pierre	57501
Stanley County High School	10 E Main St	Ft. Pierre	57532

E. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources: 3za

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Indeed.com	Tara Steiner	106 W Capitol Ave, Pierre SD 57501	605.224.1240	17

Website	Tara Steiner	kccrradio.com	605.224.1240	0
Radio Ad	Tara Steiner	Pierrecountry.com	605.224.1240	6
SD Dept. of Labor & Regulation	Brandon Kucker	116 W Missouri Ave, Pierre SD 57501	605.773.3372	0
SD Broadcasters Association	Marla Willard	106 W Capitol Ave, Pierre SD 57501	605.224.7426	0

F. Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation & Location	Staff Involved
Student Tours	Provided tours of broadcast stations in February, discussing operations and careers to kids from Pierre School District	Zach Nelson Dan Meyer Jon Winkler Tara Steiner
Community Outreach Vendor Show	On February 25 th and 26 th the stations sponsored their annual Farm, Home & Sport Show; there they provided information concerning the broadcast industry at large.	Tara Steiner Zach Nelson Jon Winkler Dan Meyer
Local Business & Post-High Institutions	On January 25 th , 2023 Our stations had the opportunity to present valuable information to area students about career options in radio.	Tara Steiner Zach Nelson Jon Winkler Dan Meyer
Community Outreach	In May, 2023 Our stations had the opportunity to present valuable information to local business (Leadership Pierre) about radio in general and career options.	Zach Nelson Dan Meyer Jon Winkler Tara Steiner
Community Outreach Parade	Parade of Lights	DT Meyer Jon Winkler
South Dakota Broadcasters Association	On August 29-30, 2023 Training and Networking training at Spearfish Canyon Lodge hosted by SDBA.	Tara Steiner Stephanie Sanchez

KCCR(AM) – 2024 EEO Audit Response

Recruitment Initiatives

I. 2021-2022 EEO Public File Report:

Menu Option	Initiative	Scope of Participation & Location	Staff Involved
1. Employee Training Program	South Dakota Broadcasters Association	On September 26 and 27, 2022, a station employee attended the SDBA Leadership Conference, Leadership & Sales Conference.	Tara Steiner
2. Community Events to Discuss Broadcast Employment Issues	Farm, Home and Sport Show	On February 22 and 23, 2022, the stations sponsored their annual Farm, Home & Sport Show, where they provided information concerning the broadcast industry at large and career opportunities.	Tara Steiner Zach Nelson Jon Winkler Dan Meyer
	Local Business & Post-High School Institutions	On January 26, 2022, our stations had the opportunity to present valuable information to area students about career options in radio.	Tara Steiner Zach Nelson Jon Winkler Dan Meyer
	Leadership Pierre	In May 2022, our stations had the opportunity to present valuable information to local businesses (Leadership Pierre) about radio in general and career options.	Tara Steiner Zach Nelson Jon Winkler Dan Meyer
	Student Tours	In February 2022, the stations provided tours of broadcast stations, discussing operations and careers to kids from Pierre School District.	Zach Nelson Dan Meyer Jon Winkler Tara Steiner
3. Other Initiatives	Parade of Lights	On November 22, 2022, station employees attend the 22 nd Annual Parade of Lights hosted by the Pierre Area Chamber of Commerce where our stations participated in the Pierre Area Chambers event to promote our stations and be community involved.	DT Meyer Jon Winkler
	TF Riggs Career Fair	On January 26, 2022, station employees attended the TF Riggs career fair, where they provided local youth with information about the radio industry.	Dan Meyer Jon Winkler Zach Nelson

II. 2022-2023 EEO Public File Report

Menu Option	Initiative	Scope of Participation & Location	Staff Involved
1. Employee Training Program	South Dakota Broadcasters Association	On August 29 and 30, 2023, a station employee attended the SDBA Leadership Conference, Leadership & Sales Conference.	Tara Steiner
2. Community Events to Discuss Broadcast Employment Issues	Farm, Home and Sport Show	On February 25 and 26, 2023, the stations sponsored their annual Farm, Home & Sport Show; where they provided information concerning the broadcast industry at large and career opportunities.	Tara Steiner Zach Nelson Jon Winkler Dan Meyer
	Local Business & Post-High School Institutions	On January 25, 2023, our stations had the opportunity to present valuable information to area students about career options in radio.	Tara Steiner Zach Nelson Jon Winkler Dan Meyer
	Leadership Pierre	In May 2023, our stations had the opportunity to present valuable information to local businesses (Leadership Pierre) about radio in general and career options.	Tara Steiner Zach Nelson Jon Winkler Dan Meyer
	Student Tours	In February 2023, the stations provided tours of broadcast stations, discussing operations and careers to kids from Pierre School District.	Zach Nelson Dan Meyer Jon Winkler Tara Steiner
3. Other Initiatives	Parade of Lights	On November 20th, 2023, station employees attended the 23 rd Annual Parade of Lights hosted by the Pierre Area Chamber of Commerce where our stations participated in the Pierre Area Chambers event to promote our stations and be community involved.	DT Meyer Jon Winkler
	TF Riggs Career Fair	On January 25, 2023, station employee attended the TF Riggs career fair, where they provided local youth with information about the radio industry.	DT Meyer Jon Winkler Zach Nelson