

DUHAMEL BROADCASTING (RADIO) EEO PUBLIC FILE REPORT (Dec. 1, 2014 thru Nov. 30, 2015)

A. Full-Time Vacancies Filled During Past Year

Job Title	Recruitment Source of Hire	SD Broadcasters Assn. Website	Number of Interviews Referred
1. Job Title: KOTA News Reporter/Afternoon Host	Recruitment Source of Hire		
2. Job Title: Production Director	Recruitment Source of Hire	Current Employee	
3. Job Title: Account Executive	Recruitment Source of Hire	Current Employee	
4. Job Title: KOTA Program Director	Recruitment Source of Hire	Unsolicited Resume/Other	
5. Job Title:			
6. Job Title:			
7. Job Title:			
8. Job Title:			
9. Job Title:			
10. Job Title:			
11. Job Title:			
12. Job Title:			
13. Job Title:			

B. Recruitment/Referral Sources Used to Seek Candidates for each Vacancy

Sources	Contact	Address	Telephone number	Email	Job Number Used For (from list above)	Number of Interviews Referred
Mytownblackhills.com	AJ Darby	PO Box 1760, Rapid City, SD 57709	(605) 342-2000	mytown@dberradio.com	1, 2, 3, 4	4
KOTA, KDDX, KQRQ, KZLK, KZZI Radio On-Air Listing	Ted Peiffer	PO Box 1760, Rapid City, SD 57709	(605) 342-2000	ted@dberradio.com	1, 2, 3, 4	11
One Stop Career Center	Jerome Wickersham	111 New York Street Rapid City, South Dakota 57701	605 394-1680	jerome.wickersham@state.sd.us	1, 2, 3, 4	9
South Dakota Broadcaster Assn.	Marla Willard	Pierre, South Dakota	(605) 224-1034	marla@willardassociates.com	1, 2, 3, 4	6
Current Employee	Ted Peiffer	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000		1, 2, 3	3
Spring Career Fair, Black Hills State University	Eileen Thomas	1200 University St. Spearfish, South Dakota 57783	(605) 642-62777	eileen.thomas@bhsu.edu		0
Internal Posting	Ted Peiffer	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000	ted@dberradio.com	1, 2, 3, 4	0
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210 Malibu, California 90265	(310) 457-6616		1, 4	27

90104

DUHAMEL BROADCASTING (RADIO) EEO PUBLIC FILE REPORT (Dec. 1, 2014 thru Nov. 30, 2015)

DUHAMEL

Public File
12/11/15
JSD

FMA

Unsolicited Resume/Other	Ted Peiffer	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000		1, 2, 4	2
Black Hills Veterans Job Fair	Kara Palmer	2823 W. Main St.	(605) 394-4056	kara.palmer@state.sd.us		1
DBE Radio Stations Websites	Ted Peiffer	PO Box 1760, Rapid City, SD 57709	(605) 342-2000	ted@dberadio.com	1, 2, 3, 4	1
C. Total Number of persons interviewed For All Full-Time Vacancies Filled						
During The Past Year (this will be a raw number)						
D. Outreached Activities						
Broadcast Outreach	Dunhamel Broadcasting Enterprises radio stations broadcast an on-air announcement once each day on each of its five stations throughout the year seeking the help of organizations to refer qualified applicants to our stations. These organizations can receive information about job openings by fax or thru our website. The EOE announcement ran 365 times on each of the five radio stations during the year for a total of 1,825 announcements.					
Black Hills Veterans Job Fair	DBE Radio stations participated in the BH Veteran's Job Fair, June 24, 2015. This was held on the campus of Western Dakota Vo-Tech. The purpose of the Job Fair was to attract potential employees, but also to stress the importance of hiring military veterans.					
Black Hills State University Spring Career Fair	On February 26, 2015, Dunhamel Broadcasting Enterprises participated as well as sponsored the "Spring Career Fair" at Black Hills State University. We aired 150 on-air promotional announcements for the event on our radio stations. This event was held at the Student Union Jacket Legacy Room on the BHSU campus. During the fair we distributed fact sheets for each of the company's department and also collected resumes from prospective employees and interns. We handed out sheets with job descriptions. Applications were handed out and resumes were forwarded to the appropriate departments. During the fair, our exhibit was manned by company employees. They answered questions participants had at the job fair.					

8