

KOTA, KEVN-LD, KHSD, KSGW
EEO PUBLIC FILE REPORT
December 1, 2015 – November 30, 2016

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
GMKT Producer	1,3,4,5,6,7,8,9,10,11,12,13,14,15,16,39,40	40
Assignment Editor	1,2,3,4,5,6,10,9,7,13,12,11,16,15,41	41
Weekend Sports Anchor	1,3,2,4,10,6,5,13,9,15,12,11,14,17	3
News Producer (2)	3,4,10,6,5,7,14,16,4,9,12,2,11,17	5 & 2 2 people hired
Weekend Multimedia Journalist	1,2,3,4,5,10,9,16,6,12,11,14,18	2
Meteorologist (2)	1,2,3,5,6,9,10,11,12,14,16,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,40,41	40 & 40 2 people hired
Multi Media Journalist	1,2,3,4,5,6,9,10,11,12,14,16	3
Weekend Meteorologist	40,42,14,43,5,44,45,3,46,47	3
Late News Producer	48,40,52,42,14,49,43,50,5,44,45,3,46,	40
General Assignment Producer	48,40,52,42,14,49,43,50,5,44,45,3,46	40
Main Anchor - News	48,40,52,42,14,49,43,50,5,44,45,3,46,40	40

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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	KOTA TV David Bitterman 518 Saint Joseph Street, Rapid City SD 57701 605-342-2000	NO	
2	KOTATV.COM Jack Siebold 518 Saint Joseph Street, Rapid City SD 57701 605-342-2000	NO	5
3	TVJobs http://www.tvjobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	NO	11
4	SW Minnesota State Univ. Lori Engelbretson Lori.Engelbretson@SMSU.edu Marshall MN. 56258 800-642-0684	NO	
5	SD Broadcasters Assn. Marla Ward PO Box 1037 Pierre, SD 57501 605-224-7426	NO	1
6	University of SD Michelle Van Maanen 414 E. Clark St Vermillion, SD 57069 605-677-5478	NO	
7	University of Nebraska- Lincoln Journalism Rick Alloway ralloway@unlnotes.unl.edu Lincoln, NE 68588	NO	
8	SW Minnesota State Univ. Mark Fokken mark.fokken@smsu.edu Marshall, MN 56258 800-642-0684	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	St. Cloud State Mark Mills mmills@stcloudstate.edu St. Cloud, MN 56301	NO	
10	Bowling Green State University Kathy Bradshaw kabrad@bgsu.edu Bowling Green, KY 43403 419-372-2542	NO	
11	Loyola University Chicago Lee Hood lhood1@luc.edu Chicago, IL 312-915-8538	NO	2
12	Wyoming Broadcasters Assn. Laura Grott grottski@aol.com Cheyenne, WY 82003	NO	
13	University of Miami - School of Communication Edward Julbe ejulbe@miami.edu Coral Gables, FL, 33146 305-284-5583	NO	
14	Medialine Rich Everitt 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7564	NO	1
15	Minnesota State University, Mankato Amy Mattson Lauters amy.lauters@mnsu.edu Mankato, MN 56001 507-389-5523	NO	
16	South Dakota State University Betty Nelson Betty.Nelson@sdstate.edu Brookings, SD 57007 605-688-4171	NO	
17	UND Career Services University of North Dakota 2891 2nd Ave North, Stop 9014 Grand Forks, ND 58202 701-777-3904	NO	
18	Black Hills State University Integrated Media Scott Clarke 1200 University St., Unit 9003 Spearfish, SD 57779 605-642-6750	NO	
19	Ball State University David Call dacall@bsu.edu Muncie, IN 47306 765-285-1768	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Mississippi State University Lindsey Morschauser lindsey.morschauser@gmail.com Mississippi State, MS 39762 662-268-1032	NO	
21	Plymouth State University Samuel T Miller stmiller@plymouth.edu Plymouth, NH 63264 603-535-2325	NO	
22	Lyndon State College Jason Shafer 1001 College Rd Lyndonville, VT. 05851 802-626-6225	NO	
23	Penn State College Lynn K. Persing 501 Walker Building, University Park PA 16802 814-863-8568	NO	
24	University of Oklahoma Debbie Barnhill dbarnhill@ou.edu Norman OK, 73072 405-325-6561	NO	
25	Florida State University Shawn Steadman ssteadham@fsu.edu Tallahassee, FL 32306 850-644-6205	NO	
26	University of Wisconsin-Madison Chelsea Dahmen chelsea.dahmen@wisc.edu Madison WI, 53706 608-262-2829	NO	
27	University of Washington Kathryn Stout kathryn@atmos.washington.edu Seattle WA, 98195 206-543-6471	NO	
28	Texas A&M Irene Martinez imartinez@tamu.edu College Station TX 77843 979-845-7671	NO	

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29	University of Michigan Jan Beltran jbeltran@umich.edu Ann Arbor, MI 48109 734-936-0494	NO	
30	North Carolina State University Maggie Puryear mwpollar@ncsu.edu Raleigh NC, 27695 919-515-3711	NO	
31	Iowa State University DeAnn Frisk dfrisk@iastate.edu Ames IA, 50011 515-294-4477	NO	
32	Colorado State University Jayme DeLoss jayme.deloss@colostate.edu Fort Collins CO 80523 970-491-8682	NO	
33	University at Albany Michael Landin mlandin@albany.edu Albany NY 12222 518-442-4556	NO	
34	Valparaiso University Rusta Ault rusta.ault@valpo.edu Valparaiso IN 46383 219-464-5140	NO	
35	University of Kansas Beverly Koerner koerner@ku.edu Lawrence KA 66045 785-864-7706	NO	
36	University of Utah Leslie Allaire leslie.allaire@utah.edu Salt Lake City UT 84112 801-581-6137	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Saint Cloud State University Christina M Berndt cmberndt@stcloudstate.edu Saint Cloud MN 56301 320-308-3260	NO	
38	Mississippi State University Cynthia Bell cynthia@geosci.msstate.edu Mississippi State MS 39762 662-325-7781	NO	
39	Gray TV news directors newsdir@gray.tv	NO	
40	General Referral Source	NO	12
41	Job promotion	NO	1
42	http://www.blackhillsfox.com Jack Caudill PO Box 677 Rapid City, SD 57709 605-394-7777	NO	4
43	Ohio Ctr. Broadcasting * Mark Lillie 1310 Wadsworth Blvd #100 Lakewood, CO 80214 303-937-7070	Yes News Openings Only	
44	S.D. Career Center Brittany Johnson 111 New York St. Rapid City, SD 57701 605-394-2319	NO	
45	S.D. Association of College Career Centers a consortium of 22 South Dakota universities and technical schools. Mary Williams Box 388 Wall, SD 57790 605-279-2654	NO	
46	Winona State University * Vicki Decker 314 Maxwell, PO Box 5838 Winona, MN 55987 507-457-5878	Yes News Openings Only	
47	National Weather Association	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	B.H. Regional Job Fair Curt Lauinger 800 Mickelson Drive Rapid City, SD 57703 605-718-2438	NO	
49	National American University * Tara Dean 5301 S. Hwy 16 Rapid City, SD 57701 605-394-4881	Yes	
50	R.C. Journal / rapidcityjournal.com Stacy Langer PO Box 450 Rapid City, SD 57709 605-394-8383	NO	
51	Previous applicant	NO	
52	KEVN TV Commercial Nancy Reber PO Box 677 Rapid City, SD 57709 605-394-7777	NO	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

*these sources requested to receive postings from KEVN before it's operations were combined with KOTA. Going forward, the entitled sources will be used for all station vacancies.

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Co-Sponsor Job fair	<p>On March 16, 2016, the stations Co-Sponsored & participated in the Black hills Regional job fair held at The Rushmore Plaza Civic Center in Rapid City. Other Co-Sponsors include: The University Center, Kelly Services, and South Dakota School of Mines and technology.</p> <p>Participants from the stations included the Production Director, Director of Engineering, Director of Sales, and News Director.</p>
2	Participated in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	<p>Throughout the year, the stations host community groups and schools at the station for tours. During this reporting year, the following groups toured the station to learn about broadcasting:</p> <p>On April 21, 2016 – Faith School District, High School Journalism Department -- 3 Participants</p> <p>On June 6, 2016 – Ball State University Storm Chase Team – 12 participants</p> <p>On July 26, 2016 – Rapid City’s sister city, Nikko Japan – 20 people</p>
3	Internship Program	<p>Our station groups has internship programs available to college students. This program is designed to allow students to apply their formal course work in a day-to-day setting and to provide an opportunity to acquire the skills needed for broadcast employment. Our internship opportunities are available in the following departments: Operations & News. Available internships are posted on our website. We have hosted 2 interns during this reporting period both from Black Hills State University</p>

4	Participate in Scholarship Program for Students Interested in Pursuing a Career in Broadcasting	Our station group is actively involved in administering the Rising Star Scholarship program, including financial contributions, reviewing applications and selecting the recipient of the scholarship.
5	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	<p>During the reporting year, our management team speaks at various events to inform the community about jobs in broadcasting.</p> <p>On June 13, 2016, Chris Gross spoke at the Youth Business Adventure.</p> <p>On October 13, 2016, Helene Duhamel spoke at the Workforce Diversity Network.</p>