

KOTA, KEVN-LD, KHSD, KSGW
EEO PUBLIC FILE REPORT
December 1, 2016 – November 30, 2017

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
Weekend anchor reporter 4-7-17	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,37	12
Multi Media Journalist	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,37	13
Weekend anchor reporter 1-18-17	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,37	12
Journalist	3,6,14,16,17,21,27,28,29,30,31,32,33,34,35,38,39,40,41,42,43,44,45,46	3
Sales Account Executive	26	26
Sales Account Executive	26	26

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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	
3	TVJobs http://www.tvjobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	NO	2
4	SW Minnesota State Univ. Lori Engelbretson Lori.Engelbretson@SMSU.edu Marshall MN. 56258 800-642-0684	NO	
5	SD Broadcasters Assn. Marla Willard PO Box 1037 Pierre, SD 57501 605-224-7426	NO	
6	University of SD Michelle Van Maanen 414 E. Clark St Vermillion, SD 57069 605-677-5478	NO	
7	Teresa Hein MyMediaJobs https://www.mymediajobs.com/ (515) 224-3904	NO	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Alan Quartemont KALB TV News Director (Gray-TV) P.O. Box 951 Alexandria, LA 71309 (318) 483-4225	NO	1
9	St. Cloud State Mark Mills mmills@stcloudstate.edu St. Cloud, MN 56301	NO	
10	Bowling Green State University Kathy Bradshaw kabrads@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	
12	Gray.TV career page https://gray.tv/index.php?page=gray-tv-careers	NO	2
13	Kevin King, News Director KSFY Television 325 S. 1st Avenue Suite 100 Sioux Falls, SD 57104 Phone: 605-336-1300	NO	1
14	Medialine Rich Everitt 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7564	NO	
15	Gray TV news directors newsdir@gray.tv	NO	
16	South Dakota State University Betty Nelson Betty.Nelson@sdstate.edu Brookings, SD 57007 605-688-4171	NO	
17	Winona State University * Vicki Decker 314 Maxwell, PO Box 5838 Winona, MN 55987 507-457-5878	Yes News Only	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Contacted By KOTA John Petersen 518 Saint Joseph Street, Rapid City SD 57701 605-342-2000	NO	1
19	Gray TV news directors newsdir@gray.tv	NO	
21	http://www.blackhillsfox.com Jack Caudill PO Box 677 Rapid City, SD 57709 605-394-7777	NO	1
22	Contacted By Jack Caudell PO Box 677 Rapid City, SD 57709 605-394-7777	NO	
23	General Referral Source	NO	1
24	Internal Hire/Promotion	NO	
25	B.H. Regional Job Fair Curt Lauinger 800 Mickelson Drive Rapid City, SD 57703 605-718-2438	NO	
26	www.indeed.com	NO	2
27	One Stop Career Center Lorraine Windenburg lorraine.windenburg@state.sd Fax 394-1824	NO	
28	Black Hills State University www.bhsu.edu/StudentLife/CareerDevelopment/EmployerServices 1200 University St., Unit 9003 Spearfish, SD 57779 605-642-6750	NO	
29	University of Sioux Falls http://www.usiouxfalls.edu/stuserv/career/services cs@usiouxfalls.edu	NO	
30	Augustana College Sioux Falls, SD www.augie.edu career@augie.edu	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Mount Marty College Yankton, SD ejohnson@mtmc.edu	NO	
32	Northern State University Aberdeen, SD careerdev@northern.edu	NO	
33	Dakota Wesleyan University Mitchell, SD http://www.dwu.edu/careers/index	NO	
34	Dakota State University Madison, SD Career.Services@dsu.edu	NO	
35	Oglala Lakota College personnel@olc.edu	NO	
37	Minnesota State University, Mankato Amy Mattson Lauters amy.lauters@mnsu.edu Mankato, MN 56001 507-389-5523	NO	
38	Unity—Journalists of Color info@unityjournalists.org	NO	
39	Asian American Journalists Assoc. national@aaaja.org	NO	
40	National Assoc. of Black Journalists sberry@nabj.org	NO	
41	National Assoc. of Hispanic Journalists nahj@nahj.org	NO	
42	National Lesbian & Gay Journalists Assoc mailto:info@nlgja.org	NO	
43	Native American Journalists Association rebeccalandsberry@naja.com	NO	
44	National American University studentservices@national.edu	YES	
45	SD Association of College Career Centers www.Getgrads.com	NO	
46	Western Dakota Tech curt.lauinger@wdt.edu	NO	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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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 15, 2017, 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 June 22, 2017 – Wild Weather Camp from the School of Mines –Discussed the job of being an on-camera meteorologist- 10 Participants</p> <p>On May 23, 2017 – Moorcroft Wy. Yearbook class. Teacher was starting a TV class – 18 participants</p> <p>On April 7, 2017 – Meade Schools Journalism students – 12 Participants</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</p>

		website. We hosted 1 intern during this reporting period from Black Hills State University
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 November 16, 2017, our General Manager spoke to Black Hills State University Mass Communication Students.</p> <p>On March 7, 2017, Colleen Hurley spoke at the Women in Science Conference.</p>
6	Provide EEO Training to Management Level Personnel	On March 23, 2017, our General Manager participated in a webinar on compliance with the FCC's EEO Rules.