

KOTA-TV, KHSD-TV, KHME, KQME, KEVN-LD, KSGW
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022

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 |
|--|--|----------------------------|
| Multimedia Journalist | 1,2,3,4,5,6,7,9,10,15,17,20,21,24,25,26,27,28 | 10, 11, 10, 11, 28, 28, 11 |
| Morning Producer/MMJ | 1,2,3,4,5,6,7,9,10,15,17,20,21,24,25,26,27,28 | 10 |
| Digital Content Producer | 1,2,3,4,5,6,7,9,10,15,17,20,21,24,25,26,27,28 | 11 |
| Weekend Meteorologist | 1,2,3,4,5,6,7,9,10,15,17,20,21,24,25,26,27,28 | 11 |
| Morning Producer | 1,2,3,4,5,6,7,9,10,15,17,20,21,24,25,26,27,28 | 10 |
| Morning Anchor/ Multimedia Journalist | 1,2,3,4,5,6,7,9,10,15,17,20,21,24,25,26,27,28 | 23 |
| Evening Anchor | 1,2,3,4,5,6,7,9,10,15,17,20,21,24,25,26,27,28 | 11 |
| Producer | 1,2,3,4,5,6,7,9,10,15,17,20,21,24,25,26,27,28 | 22 |
| Account Executive | 1,6,29,23 | 1, 23, 23 |
| Creative Services Editor | 1,3 | 1 |
| Technical Media Producer | 1,3 | 1, 1, 1, 1 |
| Technical Media Producer Supervisor/Video Editor | 1,3 | 1 |
| | | |
| | | |

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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 | Gray TV Gray.TV career page https://gray.tv/index.php?page=gray-tv-careers | NO | 54 |
| 2 | Winona State University * Lindsey 314 Maxwell, PO Box 5838 Winona, MN 55987 career@winona.edu 507-457-5878 | Yes News Only | |
| 3 | Ohio Ctr. Broadcasting * Debbie Byrd dbyrd@beonair.com 303-479-4908 | Yes News & Production | |
| 4 | Colorado State Univ. www.career.colostate.edu jon.cleveland@colostate.edu 970-491-5707 | NO | |
| 5 | University of Colorado Boulder www.colorado.edu/career Lisa.Lovett@colorado.edu 303-492-6541 | NO | |
| 6 | KOTATV.COM 2001 Skyline Dr, Rapid City SD 57701 605-394-7777 | No | 6 |
| 7 | University of Northern Colorado www.unco.edu career.readiness@unco.edu 970-351-2127 | No | |
| 8 | University of Denver www.ucdenver.edu 303-315-7315 | NO | |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 9 | TVJobs http://www.tvjobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119 | NO | |
| 10 | Indeed.com | NO | |
| 11 | Scouting by SEU (YouTube/LinkedIn) Jen Blake, News Director 2001 Skyline Drive, Rapid City SD 57701 605-394-7777 | NO | 15 |
| 12 | Gray TV news directors newsdir@gray.tv | NO | |
| 13 | Medialine Rich Everitt 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7564 | NO | |
| 15 | SW Minnesota State Univ. Lori Engelbretson Lori.Engelbretson@SMSU.edu Marshall MN. 56258 800-642-0684 | NO | |
| 16 | SD Broadcasters Assn. Marla Willard PO Box 1037 Pierre, SD 57501 605-224-7426 | NO | |
| 17 | University of SD Michelle Van Maanen 414 E. Clark St Vermillion, SD 57069 605-677-5478 | NO | |
| 18 | Teresa Hein MyMediaJobs https://www.mymediajobs.com/ (515) 224-3904 | NO | |
| 19 | www.indeed.com | NO | |
| 20 | St. Cloud State Mark Mills mmills@stcloudstate.edu St. Cloud, MN 56301 | NO | |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|--|---|
| 21 | Bowling Green State University Kathy Bradshaw kabrads@bgsu.edu Bowling Green, KY 43403 419-372-2542 | NO | |
| 22 | Internal Hire/Promotion | NO | 1 |
| 23 | Word of Mouth/Self-Referral | NO | 11 |
| 24 | Loyola University Chicago Lee Hood lhood1@luc.edu Chicago, IL 312-915-8538 | NO | |
| 25 | South Dakota State University Betty Nelson Betty.Nelson@sdstate.edu Brookings, SD 57007 605-688-4171 | NO | |
| 26 | Black Hills State University www.bhsu.edu/StudentLife/CareerDevelopment/EmployerServices 1200 University St., Unit 9003 Spearfish, SD 57779 605-642-6750 | NO | 1 |
| 27 | Minnesota State University, Mankato Amy Mattson Lauters amy.lauters@mnsu.edu Mankato, MN 56001 507-389-5523 | NO | |
| 28 | www.Handshake.com (275 colleges and universities approved job listings) | NO | 8 |
| 29 | Blackhillsfox.com 2001 Skyline Dr, Rapid City SD 57701 605-394-7777 | NO | |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 95 |

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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 9, 2022, 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 | Internship Program | <p>Our Stations have an active internship program. This year, we had one intern referred to us through the Black Hills Works program. This intern worked in the Production department and was hired as a part-time employee after his internship ended.</p> |
| 3 | Participate in Scholarship Program for Students Interested in Pursuing a Career in Broadcasting | <p>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.</p> |
| 4 | Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting | <p>Participated in the Rapid City Area School system 8th Grade Job Fair on 11/4/22 attended by over 1200 students</p> |
| 5 | Provide EEO Training to Management Level Personnel | <p>On February 17, 2022, our office manager attended a webinar training on the FCC's EEO Rules and Regulations provided by Joan Stewart, Wiley Rein.</p> |