

KOTA, KEVN-LD, KHSD, KSGW
EEO PUBLIC FILE REPORT
December 1, 2017 – November 30, 2018

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/Reporter	1,6,9,10,17,19,20,21,23,24,25,35	9
GMKT Anchor	1,5,15,16,17,20,21,23,24,25	23
GMKT News Producer	1,6,15,16,17,20,21,24,25	1
Primary Anchor KEVN	1,2,3,9,10	1
Weekend Weather Anchor	1,2,3,9,10	1
Weekend Sports Anchor	1,2,3,8,9,10	8
Multimedia Journalist/Reporter	1,2,3,9,10	1
Multimedia Journalist/Reporter	1,2,3,9,10	1
Multimedia Journalist/Reporter	1,2,3,9,10	1
Account Executive KOTA	1, 6, 19	19
Account Executive KOTA	1, 6, 19	19
Account Executive KOTA	1, 6, 19	19
Account Executive KEVN	1, 6, 19	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	People Matter https://www.peoplematter.com/	NO	21
2	Winona State University * Vicki Decker 314 Maxwell, PO Box 5838 Winona, MN 55987 507-457-5878	Yes News Only	
3	Ohio Ctr. Broadcasting * Debbie Byrd dbyrd@beonair.com 303-479-4908	Yes News & Production	1
4	National American University studentservices@national.edu April 2018- Contact information no longer valid, upon inquiry was unable to locate updated information	Yes All Positions	
5	KOTA TV Deb Tireman 2001 Skyline Dr, Rapid City SD 57701 605-394-7777	NO	
6	KOTATV.COM Jack Siebold 2001 Skyline Dr, Rapid City SD 57701 605-394-7777	NO	2
7	KEVN TV Tina Niggemann 2001 Skyline Dr, Rapid City SD 57701 605-394-7777	No	
8	blackhillsfox.com Jack Siebold 2001 Skyline Dr, Rapid City SD 57701 605-394-7777	NO	1

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	1
10	Gray.TV career page https://gray.tv/index.php?page=gray-tv-careers	NO	3
11	Contacted By KOTA Phil Buehler 2001 Skyline Dr., Rapid City SD 57702 605-394-7777	NO	
12	Gray TV news directors newsdir@gray.tv	NO	
13	Medialine Rich Everitt 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7564	NO	
14	B.H. Regional Job Fair Curt Lauinger 800 Mickelson Drive Rapid City, SD 57703 605-718-2438	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	7

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	St. Cloud State Mark Mills mmills@stcloudstate.edu St. Cloud, MN 56301	NO	
21	Bowling Green State University Kathy Bradshaw kabrads@bgsu.edu Bowling Green, KY 43403 419-372-2542	NO	
22	Internal Hire/Promotion	NO	
23	General Referral Source	NO	5
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	One Stop Career Center Lorraine Windenburg lorraine.windenburg@state.sd Fax 394-1824	NO	
27	Black Hills State University www.bhsu.edu/StudentLife/CareerDevelopment/EmployerServices 1200 University St., Unit 9003 Spearfish, SD 57779 605-642-6750	NO	
28	University of Sioux Falls http://www.usiouxfalls.edu/stuserv/career/services cs@usiouxfalls.edu	NO	
29	Augustana College Sioux Falls, SD www.augie.edu career@augie.edu	NO	
30	Mount Marty College Yankton, SD ejohnson@mtmc.edu	NO	
31	Northern State University Aberdeen, SD careerdev@northern.edu	NO	

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

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On February 27, 2018, our News Director participated in the Job Fair at Black Hills State University
2	Co-Sponsor Job fair	On March 14, 2018, 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. Participants from the stations included the Production Director, Director of Engineering, Director of Sales, and News Director.
3	Participated in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	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: On June 12, 2018 – Wild Weather Camp from the School of Mines –Discussed the job of being an on-camera meteorologist On May 30, 2018 – Girl Scouts from Rapid City working on their Media Badges – 10 participants On March 15, 2018 – West River Home School Group. 25 students ranging in age from 13-18
4	Internship Program	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 hosted 2 interns during this reporting period from Black Hills State University
5	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.
6	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 March 14, 2018, our General Manager spoke at the Black Hills Regional job fair.</p> <p>On November 15, 2018, our General Manager spoke to Black Hills State University Mass Communication Students.</p>