

**KSDR(AM), KSDR-(FM), KDLO-(FM), KIXX(FM), KKSD(FM),  
KWAT(AM)  
EEO PUBLIC FILE REPORT  
December 1, 2022-November 30, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive (Sales)	1,2,3,4,5,7,8	2
Account Executive (Sales)	1,2,3,4,5,7,8	4
Agricultural Director	1,2,3,4,5,7,8	3

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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	<b>South Dakota Job Service</b> 2001 9 <sup>th</sup> Avenue SE Watertown, South Dakota 57201 Phone 605-882-5131 Contact Mike Jennings	No	0
2	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	1
3	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	1
4	<b>Indeed</b> <a href="https://www.indeed.com">https://www.indeed.com</a>	No	1
5	<b>Diversity Jobs</b> <a href="http://www.diversity.jobs.com">www.diversity.jobs.com</a> .	No	0
6	SEU’s website <a href="http://www.gowatertown.net">www.gowatertown.net</a>	No	0
7	<b>Glass Door</b> <a href="https://www.glassdoor.com">https://www.glassdoor.com</a>	No	0
8	<b>Linked In</b> <a href="https://www.linkedin.com">https://www.linkedin.com</a>	No	0
9	<b>Facebook</b> <a href="https://www.facebook.com/rKDLOCountry">https://www.facebook.com/rKDLOCountry</a> , <a href="https://www.facebook.com/kixx96radio/">https://www.facebook.com/kixx96radio/</a> , <a href="https://www.facebook.com/Kwat-Radio-Watertown-950AM-849423678440935">https://www.facebook.com/Kwat-Radio-Watertown-950AM-849423678440935</a> , <a href="https://www.facebook.com/NewCountryKS93">https://www.facebook.com/NewCountryKS93</a> , <a href="https://www.facebook.com/1043kksd">https://www.facebook.com/1043kksd</a>	No	0
10	<b>Unknown</b> (source not adequately identified upon SEU inquiry)	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			3

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding equal employment opportunity and preventing discrimination.	On various dates in November, 2023, our SEU's Market and Operations Managers participated in 3 separate training programs provided by Alpha Media. The training covered the following topics: Workplace Violence and Bullying Prevention 2.0, Sexual Harassment Prevention 3.0 and Sexual Harassment Prevention for Managers 1.0.
<b>2</b>	Management-level training regarding equal employment opportunity and preventing discrimination.	On September 15, 2023, our Market Manager participated in a training on the FCC's EEO Rules and Regulations provided by Wiley Rein.