

**KJAM(AM) and KJAM-FM
EEO PUBLIC FILE REPORT
December 1, 2019-November 30, 2020**

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
No Full-Time Vacancies Filled During Reporting Period		

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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	South Dakota Department of Labor Email: brett.gustin@state.sd.us Phone: 605-256-5300	N	0
2	Sportscasters Talent Agency of America Email: jon@staatalent.com	N	0
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
4	All Access Website www.allaccess.com	N	0
5	Dakota State University Email: careerservices@dsu.edu Phone 605-677-5211	N	0
6	South Dakota State University Email: careers@sdstate.edu	N	0
7	Southeast Tech Email: studentjobs@southeasttech.edu	N	0
8	South Dakota Broadcasters Association 106 W Capitol, Box 1037 Pierre, SD 57501 Phone: 605-224-1034 Email: www.sdba.org Email: marla@willardandassociates.com	N	0
9	Indeed Website www.indeed.com	N	0
10	Alpha Media Careers Website www.alphamediausa.com/careers	N	0
11	Word-of-Mouth Referral	N	0
12	Walk-In/Self-Referral	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			0

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship program	Beginning in August, 2020, our SEU hosted a student intern from Dakota State University. This intern was supervised by our Program Director and learned about on-air broadcasting techniques as well as associated equipment and software. The student was also given the opportunity produce liners and sports opens as well as learn about programming music under the tutelage of our Program Director. This student also interacted with SEU staff in other departments who offered useful tips about preparing for a future career in broadcasting.
2	Job Fair	On September 2, 2020 our Market Manager attended the Dakota State University Job Fair and talked to students about the opportunities available in radio.