

KBRK(AM), KBRK-FM, KJJQ(AM), KDBX(FM), KKQQ(FM)
EEO PUBLIC FILE REPORT
December 1, 2018-November 30, 2019

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
<i>No Full-Time Vacancies Filled During Reporting Period</i>		

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
<i>As Noted in Sec. I, No Full-Time Vacancies Filled During Reporting Period</i>			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	On March 20, 2019, the stations hosted the Brookings Spring Job Fair in conjunction with the South Dakota Career Center at the Days Inn Convention Center in Brookings, SD. Our SEU solicited local exhibitors, organized logistics, and promoted the event, including airing announcements on the stations. We also participated as a local employer, interacting with interested attendees regarding careers in broadcasting. The fair attracted 30 businesses and more than 150 potential employees. Participants included our Sales Manager, General Manager and Programming Director.
2	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 8, 2019, our Sales Manager and two Account Executives conducted a mock sales presentation with two South Dakota State University advertising students at station facilities as part of their advertising research project.
3	Participation in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 23, 2019, our Sales Manager conducted mock interviews with Brookings High School students at the First Bank & Trust conference room in Brookings, SD.
4	Participation in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 8, 2019, our General Manager and two Program Directors spoke to over 200 Mass Communication students at South Dakota State University about careers in broadcasting.
5	Management-level training regarding equal employment opportunity and preventing discrimination	On various dates in August and September 2019, our Market, Business and Sales Managers participated in ThinkHR training programs provided by Alpha Media, which covered the following topics: Bullying and Violence in the Workplace, and Workplace Harassment Prevention for Managers.