

**KJAM(AM) and KJAM-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
Account Executive	1, 3, 5-6, 8-12	11
Sports Director	1-2, 4, 6, 8, 10	2

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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	4
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	1
12	Walk-In/Self-Referral	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding equal employment opportunity and preventing discrimination.	On October 9, 2019, our Market Manager & Business Manager participated in a comprehensive training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media” presented by communications counsel at Wiley Rein, LLP.
2	Host event/program sponsored by or on behalf of a community organization related to careers in broadcasting	On August 9, 2019, our SEU hosted three South Dakota Future Farmers of America State Officers. Our Market Manager provided them with a tour of the radio stations and discussed career opportunities available in the radio industry.
3	Management-level training regarding equal employment opportunity and preventing discrimination.	In September 2019, our Market and Business Managers as well as Program Director 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.