

KBRK(AM), KBRK-FM, KJJQ(AM), KDBX(FM), KKQQ(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
<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
1	Express Employment Services 1206 Main Ave S Brookings, SD 57006 605-697-5627 Jenni.norwood@expresspros.com Jenni Norwood	N	0
2	SD Department of Labor & Regulation (<i>public access to job postings via service center resource rooms & career counseling</i>) 1310 Main Ave South Brookings, SD 57006 605-688-4350 Lance.gladis@state.sd.us Lance Gladis	N	0
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
4	South Dakota State University Department of Journalism & Mass Communication Yeager Hall – SDSU Campus 1137 Campanile Avenue Yeager Hall Box 2235 Brookings, S.D. 57007 Attn: Roxanne Lucchesi	N	0
5	Station Facebook Pages	N	0
6	Indeed.com	N	0
7	Alpha Media Website	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	Participation in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting.	On February 25, 2020, our General Manager and two Program Directors spoke to over 200 Mass Communication students at South Dakota State University about careers in broadcasting.
2	Hosted On-line Virtual Job Fair (In-person Job Fair scheduled for March 25, 2020 was postponed due to COVID, rescheduled for April 15, 2020 then cancelled all together and moved on-line)	From April 27, 2020 – May 15, 2020 the stations promoted an on-line Brookings Spring Job Fair in conjunction with the South Dakota Career Center. Our SEU solicited local exhibitors, organized logistics, and promoted the event, including airing announcements on the stations. We also participated as a local employer, regarding careers in broadcasting. The on-line fair attracted 30 businesses. Participants included our Sales Manager, General Manager and Programming Director.
3	Participation in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 2, 2020, two Program Directors, during their live on-air program, spoke to over 200 Mass Communication students at South Dakota State University about careers in broadcasting via Zoom.