

KDLO-FM, KIXX(FM), KKSD(FM), KSDR(AM), KSDR-FM, KWAT(AM)
EEO PUBLIC FILE REPORT
February 25, 2016 – November 30, 2016¹

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 | 4 | 4 |

¹ This Report includes recruitment activity from February 25, 2016—the date the stations in the employment unit were acquired by the current licensee (*see* FCC File Nos. BTC/H-20150811AFL-M, O-P, S-T)—through November 21, 2016—the date indicated by the FCC’s grace period policy.

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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 | All Access Website www.allaccess.com | No | 0 |
| 2 | Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone: 605-886-8444 Contact: Mike Kronforst | No | 0 |
| 3 | South Dakota Broadcasters Association 106 W Capital, Box 1037 Pierre, South Dakota 57501 Phone: 605-224-1034 www.sdba.org Contact: Marla Willard Email: marla@willardandassociates.com | No | 0 |
| 4 | South Dakota Job Service (<i>public access to job postings via service center resource rooms & career counseling</i>) 2001 9th Avenue SE Watertown, South Dakota 57201 Phone: 605-882-5131 Contact: Mike Jennings | No | 2 |
| 5 | Sportscasters Talent Agency of America Phone: 949-648-7822 www.staatalent.com Contact: Jon Chelesnik | No | 0 |
| 6 | On-Air Announcements (<i>one or more SEU stations</i>) | No | 0 |
| 7 | Alpha Media Career Website www.alphamediausa.com/careers | No | 0 |
| 8 | Indeed Website www.indeed.com | No | 0 |
| 9 | Job Fair(s) (<i>see Section III</i>) | No | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 2 |

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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 May 10, 2016, our General Manager and Operations Manager participated in a comprehensive training webinar regarding the FCC's EEO rules presented by Elizabeth E. Goldin of Wiley Rein LLP |
| 2 | Host Job Fair | On March 22, 2016, our SEU hosted the 5 th Annual Watertown Radio Career Fair in conjunction with the South Dakota Department of Labor at the County Fair Banquet Hall in Watertown, SD. Our SEU solicited local exhibitors, organized logistics, and promoted the event. We also participated as a local employer, interacting with interested attendees regarding careers in broadcasting. |