

KJAM AM/FM
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	1, 3-4, 6-9, 11	11
Account Executive	1, 3-4, 6-9, 11	1
Sports Director	1-5, 9	2
Business Manager	1, 3-4, 6-8	1

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-20150811AFJ-K) —through November 20, 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	SD Department of Labor (<i>public access to job postings via service center resource rooms & career counseling</i>) Email: brett.gustin@state.sd.us Phone: 605-256-5300	N	5
2	Sportscasters Talent Agency of America Email: jon@staatalent.com	N	2
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
4	Station Website Posting (<i>one or more SEU stations</i>) www.amazingmadison.com	N	0
5	AllAccess.com	N	2
6	Dakota State University Email: careerservices@dsu.edu Phone: 605-256-5211	N	0
7	University of South Dakota Email: career@usd.edu Phone: 605-677-5381	N	0
8	South Dakota State University Email: careers@sdstate.edu Phone: 605-688-4425	N	0
9	South Dakota Broadcasters Association 106 W Capital, Box 1037 Pierre, South Dakota 57501 Phone: 605-224-1034 www.sdba.org Email: marla@willardandassociates.com	N	0
10	Word-of-Mouth Referral	N	0
11	Walk-In/Self-Referral	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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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 Market Manager and Business Manager participated in a comprehensive training webinar regarding the FCC's EEO rules, presented by Elizabeth E. Goldin of Wiley Rein LLP.
2	Internship program	From January-May 2016, our SEU hosted an intern from Madison High School. Supervised by our Program Director, the internship's primary focus was to expose the student to on-air broadcasting techniques as well as the related equipment and software. The student was also given the opportunity to write and record ad copy.