

**KABD, KMOM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2014 - October 28, 2015**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Advertising Salesperson	1-7	4
Advertising Salesperson	1-7	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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Fax : 1-310-457-8058 Career Services	N	0
2	Dakota Broadcasting 426 N Hwy 281 Ste 4 Aberdeen, South Dakota 57401 N/A n/a Manual Posting	N	5
3	Employee Referral	N	3
4	indeed.com South Dakota n/a n/a Manual Posting	N	1
5	Radio Business Report 225 SW Skyline Dr Pullman, Washington 99163 Url : <a href="http://rbr.com/classifieds/">http://rbr.com/classifieds/</a> Rebecca Schwartz Manual Posting	N	0
6	Radio Sales Cafe 225 SW Skyline Dr Pullman, Washington 99163 Phone : 888-472-2388 Url : <a href="http://www.radiosalescafe.com">www.radiosalescafe.com</a> Rebecca Schwartz Manual Posting	N	0
7	SD Broadcasters Assoc 106 W Capital Box 1037 Pierre, South Dakota 57501 Phone : 605-224-1034 Url : <a href="http://sdba.org">sdba.org</a> Marla Willard Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/20/2015	Participation in scholarship programs	Advertised for the 2015 International Broadcasters' Ideabank SESAC Radio Scholarship Grant where one scholarship of \$10,000 is awarded to a junior or senior that is studying broadcasting or song writing. We supplied scholarship applications at our offices and provided information on how to apply for the scholarship.	2	General Manager Office Manager
2	3/19/2015	Co Sponsoring Job Fair	Co-Sponsored the Spring 2015 Aberdeen Area Job Fair. We donated advertising to help promote the event, as well as had a booth at the fair where we talked about career opportunities in the radio broadcast industry.	2	Operations Manager Sales Manager
3	7/16/2015	Provision of training to management	Attended Manager's meeting on July 16th where the business manager went over the EEO procedures to make sure each station was properly sending out job notices, and that we were all fulfilling our Prong 3 initiatives. Basically a refresher course on all EEO procedures.	2	Assistant Manager Office Manager
4	10/8/2015	Participation in Job Fairs	On October 8th Dakota Broadcasting attended the Aberdeen Chamber's Student Career Fair at Northern State University. All the high schools in Aberdeen attended along with several area towns. Devin Reints and Adam St. Paul were who worked the booth and talked to the students about the radio industry.	2	Assistant GM News Director



### List of Recruitment Sources Used to Fill Each Vacancy

Job Title Account Executive Date Position Filled 8/3/15

Source for Actual Hire Indeed

#### Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Dakota Broadcasting All Access	SEE AGENCY RECRUITMENT LIST FOR ADDRESS AND CONTACT INFORMATION
Northern St. University SD Broadcasters Association	
SD Dept. Labor Indeed	
Radio Sales Cafe Radio Business Report	

Form Prepared By Lisa Johnston Date 8/31/15

To be completed after each full time vacancy is filled.

Place completed sheet in station’s local public file and post on station’s website.

Attach copies of advertisements, bulletins, letters, emails faxes or other communication announcing vacancy. (These do not need to be posted in file)



### List of Recruitment Sources Used to Fill Each Vacancy

Job Title Account Executive Date Position Filled 10/23/15 & 11/18/15

Source for Actual Hire Referral & Dakota Broadcasting (KABD)

#### Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Indeed.com Dickie County Leader	SEE AGENCY RECRUITMENT LIST FOR ADDRESS AND CONTACT INFORMATION
Dakota Broadcasting Radio Sales Cafe	
South Dakota Broadcasters Association	

Form Prepared By Lisa Johnston Date 11/25/15

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Place completed sheet in station’s local public file and post on station’s website.

Attach copies of advertisements, bulletins, letters, emails faxes or other communication announcing vacancy. (These do not need to be posted in file)



### List of Recruitment Sources Used to Fill Each Vacancy

Job Title General Manager Date Position Filled N/A

Source for Actual Hire No Hire - Promoted Devin Reints to Assistant Manager

#### Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
All Access SD Broadcasters Association	SEE ATTACHED RECRUITMENT LIST FOR ADDRESS AND CONTACT INFORMATION
SD Dept Labor Radio Advertising Bureau	
Indeed Radio Sales Cafe	
Radio Business Report	

Form Prepared By Lisa Johnston Date 8/28/15

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Place completed sheet in station’s local public file and post on station’s website.

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### List of Recruitment Sources Used to Fill Each Vacancy

Job Title On Air Talent Date Position Filled 12/1/15

Source for Actual Hire Indeed

#### Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
All Access Brown College	SEE ATTACHED AGENCY LIST FOR CONTACT INFO
Buena Vista University Indeed	
Ohio Centers for Broadcasting Wartburg College	
University of South Dakota Iowa Lakes Community College	
South Dakota Broadcasters Association Tvandradijobs.com	

Form Prepared By Lisa Johnston Date 11/25/15

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Place completed sheet in station’s local public file and post on station’s website.

Attach copies of advertisements, bulletins, letters, emails faxes or other communication announcing vacancy. (These do not need to be posted in file)

Dakota  
Agency Recruitment List

	Agency Name	Prong 2	Address	Contact Name	Contact Email	Contact Phone	Contact Fax	Website
1	Dakota Broadcasting	No	426 N. Hwy 281 Ste 4 Aberdeen, SD 57401	Careers	<a href="mailto:Careers@dakotabroadcasting.com">Careers@dakotabroadcasting.com</a>	605-725-5551	605-725-5553	
2	Aberdeen News Paper	No	124 S 2nd St. Aberdeen, SD 57401	Brenda VanMeter	<a href="mailto:bvanmeter@aberdeennews.com">bvanmeter@aberdeennews.com</a>	605-622-2222	605-622-2346	
3	All Access	No	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265	Post on Forum		310-457-6616	310-457-8058	<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>
4	Brown College	No	1345 Mendota Heights Rd Mendota Heights, MN 55120	Christine Dye	<a href="mailto:cdye@h.sanfordbrown.edu">cdye@h.sanfordbrown.edu</a>	651-905-3509	651-905-3540	
5	Northern St University	No	1200 S. Jay St. Aberdeen, SD 57401	Beverly Werner		605-626-2371	605-262-3399	
6	SD Broadcasters Association	No	106 W Capital Box 1037 Pierre, SD 57501	Marla Willard Margarete Engels	<a href="mailto:marla@willardandassociates.com">marla@willardandassociates.com</a> <a href="mailto:marg@willardandassociates.com">marg@willardandassociates.com</a>	605-224-1034		<a href="http://www.sdba.org/">http://www.sdba.org/</a>
7	SD Dept Labor	No	420 S Roosevelt Aberdeen, SD 57401	Dan Thielsen		605-626-2340	605-626-2228	<a href="http://dlr.sd.gov/">http://dlr.sd.gov/</a>
8	Sportscaster Talent Agency of America	No		Career Services				
9	Radio Advertising Bureau	No		Reba George	<a href="mailto:rgeorge@rab.com">rgeorge@rab.com</a>	972-753-6743		
10	Indeed	No	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	1800-462-5842		<a href="http://www.indeed.com">www.indeed.com</a>
11	Radio Sales Café	No	225 SW Skyline Dr. Pullman, WA 99163	Rebecca Schwartz	<a href="mailto:rebecca@gracebroadcast.com">rebecca@gracebroadcast.com</a>	888-472-2388	N/A	<a href="http://www.radiosalescafe.com">www.radiosalescafe.com</a>
12	Radio Business Report	No	225 SW Skyline Dr. Pullman, WA 99163	Rebecca Schwartz	<a href="mailto:rebecca@gracebroadcast.com">rebecca@gracebroadcast.com</a>	888-472-2388	N/A	<a href="http://rbr.com/classifieds/">http://rbr.com/classifieds/</a>
13	Wartburg College	No	222 9th St NW PO Box 1003 Waverly, IA 50677	Career Services / Derek Solheim	<a href="mailto:studentemployment@wartburg.edu">studentemployment@wartburg.edu</a> <a href="mailto:derek.solheim@wartburg.edu">derek.solheim@wartburg.edu</a>	319-352-8350		
14	Iowa Lakes Community College	No	300 South 18th St. Estherville, IA 51334	Kent Schmidt	<a href="mailto:kschmidt@ilcc.cc.ia.us">kschmidt@ilcc.cc.ia.us</a>	712-362-7914		<a href="https://iowalakes.optimalresume.com/employers">https://iowalakes.optimalresume.com/employers</a>
15	Ohio/Illinois Centers for Broadcasting	No	5330 East Main St. Columbus, OH 43213	Alvis James Moore	<a href="mailto:amoore@beonair.com">amoore@beonair.com</a>	614-655-5250 ext. 5106	614-414-0153	<a href="http://www.beonair.com/columbus">http://www.beonair.com/columbus</a>
16	University of Minnesota	No	1300 South 2nd St Minneapolis, MN 55454		<a href="http://jobdev.umn.edu">jobdev.umn.edu</a>	612-624-4814	612-626-7911	<a href="http://www1.umn.edu/ohr/employment/index.html">http://www1.umn.edu/ohr/employment/index.html</a>
17	University of South Dakota	No	414 East Clark ANMC205 Vermillion, SD 57069	Kasandra Girard	<a href="mailto:Kasandra.Girard@usd.edu">Kasandra.Girard@usd.edu</a>	605-677-8854		
18	Buena Vista University	No	PO 2975 Storm Lake, IA 50588	Owen Statlander / Career Services	<a href="mailto:statowe@bvu.edu">statowe@bvu.edu</a> / <a href="mailto:careerservices@bvu.edu">careerservices@bvu.edu</a>	507-3980-0367		<a href="https://www.collegecentral.com/bvu">https://www.collegecentral.com/bvu</a>
19	Iowa Broadcasters Association	No	PO Box 71186 Des Moines, IA 50325	Mark Osmundson	<a href="mailto:webmaster@iowabroadcasters.com">webmaster@iowabroadcasters.com</a> / <a href="mailto:mark@kdao.com">mark@kdao.com</a>	641-750-7220		
20	radioandtvjobs.com	No		Mike Patrick/ Webmaster	<a href="mailto:zzmadden@yahoo.com">zzmadden@yahoo.com</a>			<a href="http://www.radioandtvjobs.com">www.radioandtvjobs.com</a>
21	Dickie County Leader	No	55 2nd Ave N Ellendale, ND 58436	Stella Phoenix	<a href="mailto:dcleader@drtel.net">dcleader@drtel.net</a>	701-349-3222		





### Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of October 29, 2015  
through November 30, 2016

Job Title	Date Filled
General Manager	No GM Hired Promoted current employee to Assistant Mgr
Advertising Executive	8/3/15 & 9/1/15
Account Executive	10/23/15 & 11/20/15
On Air Talent	12/1/15

Form Prepared By Lisa Johnston Date 12/10/15

To be completed continuously as each vacancy is filled.  
Place completed sheet in station's local public file and post on station's website.



### Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of October 28, 2015 through November 30, 2016

Total Number of People Interviewed 34

#### Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
Personal Referral	11
Radio (Dakota Broadcasting)	8
Indeed	6
Radio Sales Cafe	3
Current Employee	1
Radio Advertising Bureau	1
All Access Radio	1
Personal Inquiry	3

Form Prepared By Lisa Johnston Date 12/10/15

To be completed on the anniversary date of the renewal filing due date.

Use Tally of Interviewee Sources (Form 4) to complete.

Place completed sheet in station's local public file and post on station's website.