



Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of October 29, 2016
through November 30, 2017

Job Title	Date Filled
Account Executive	1/25/17
Account Executive	10/27/17

Form Prepared By Lisa Johnston Date 11/28/17



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



List of Recruitment Sources Used to Fill Each Vacancy

Job Title Account Executive Date Position Filled 1/25/17

Source for Actual Hire Indeed

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Indeed SD Broadcasters Association	See Agency Recruitment List for Address & Contact info
Radio Sales Cafe Dakota Broadcasting	

Form Prepared By Lisa Johnston Date 4/17/17



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 10/27/17

Source for Actual Hire On Air Ad

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Dakota Broadcasting Indeed	See attached recruitment list for contact information.
Radio Sales Cafe SD Broadcasters Association	
SD Works (Dept of Labor)	

Form Prepared By Lisa Johnston Date 10/27/17



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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
Aberdeen News Paper	No	124 S 2nd St. Aberdeen, SD 57401	Brenda VanMeter	bvanmeter@aberdeennews.com	605-622-2222	605-622-2346	
All Access	No	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265	Post on Forum		310-457-6616	310-457-8058	http://www.allaccess.com/
Brown College (CLOSED)	No	1345 Mendota Heights Rd Mendota Heights, MN 55120	Christine Dye	cdye@h.sanfordbrown.edu	651-905-3509	651-905-3540	
Buena Vista University	No	PO 2975 Storm Lake, IA 50588	Owen Statlander / Career Services	statowe@bvu.edu / careerservices@bvu.edu	507-3980-0367		https://www.collegecentral.com/bvu
Dakota Broadcasting	No	426 N. Hwy 281 Ste 4 Aberdeen, SD 57401	Careers	Careers@dakotabroadcasting.com	605-725-5551	605-725-5553	
Dickie County Leader	No	55 2nd Ave N Ellendale, ND 58436	Stella Phoenix	dcleader@drtel.net	701-349-3222		
Dordt College	No	498 4th Avenue NE Sioux Center, Iowa 51250	Career Services	cdc@dordt.edu	712-722-6057		http://www.dordt.edu/
Indeed	No	www.indeed.com	N/A	N/A	1800-462-5842		www.indeed.com
Iowa Broadcasters Association	No	PO Box 71186 Des Moines, IA 50325	Mark Osmundson	webmaster@iowabroadcasters.com / mark@kdao.com	641-750-7220		
Iowa Lakes Community College	No	300 South 18th St. Estherville, IA 51334	Kent Schmidt	kschmidt@ilcc.cc.ia.us	712-362-7914		https://iowalakes.optimalresume.com/employers
MN Broadcasters Association	No	3033 Excelsior Blvd. Ste 440 Minneapolis,	Linda Lasere	llasere@minnesotabroadcasters.com	612-926-8123		http://www.minnesotabroadcasters.com/
Morningside College	No	1501 Morningside Avenue, Sioux City, IA	Stacie Hays	hays@morningside.edu	712-274-5000	712-274-5101	https://www.morningside.edu/alumni-and-
Northern St University	No	1200 S. Jay St. Aberdeen, SD 57401	Beverly Werner		605-626-2371	605-262-3399	
Ohio/Illinois Centers for Broadcasting	No	5330 East Main St. Columbus, OH 43213	Alvis James Moore	amoore@beonair.com	614-655-5250 ext. 5106	614-414-0153	http://www.beonair.com/columbus
Radio Advertising Bureau	No	400 E Las Colinas Blvd #350 Irving, TX 75039	Jean Hetherington	jhetherington@rab.com	972-753-6767		
Radio Business Report	No	225 SW Skyline Dr. Pullman, WA 99163	Rebecca Schwartz	rebecca@gracebroadcast.com	888-472-2388	N/A	http://rbr.com/classifieds/
Radio Sales Café	No	225 SW Skyline Dr. Pullman, WA 99163	Rebecca Schwartz	rebecca@gracebroadcast.com	888-472-2388	N/A	www.radiosalescafe.com

11/28/2017

Dakota
Agency Recruitment List

radioandtvjobs.com	No		Mike Patrick/ Webmaster	zsmadden@yahoo.com			www.radioandtvjobs.com
SD Broadcasters Association	No	106 W Capital Box 1037 Pierre, SD 57501	Marla Willard or Margarete Engels	marla@willardandassociates.com or marg#willardandassociates.com	605-224-1034		http://www.sdba.org/
SD Dept Labor	No	420 S Roosevelt Aberdeen, SD 57401	Dan Thielsen		605-626-2340	605-626-2228	http://dlr.sd.gov/
Sportscaster Talent Agency of America	No		Career Services				



Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of December 1, 2016 through November 30, 2017

Total Number of People Interviewed 10

Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
On Air Ad	4
Indeed	2
Referral	4

Form Prepared By Lisa Johnston Date 11/28/17



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.



Summary of Supplemental Outreach Initiatives

2 Year filing period from December 1, 2016 to November 30, 2017

First Initiative: Scholarship Programs - Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting. (March 2017)

Activities to fulfill initiative Dakota Broadcasting (a member of the International Broadcasters' Idea Bank (IBIB) participated in getting the word out about the scholarship offered by the Idea Bank. Dakota Broadcasting advertised on both stations about the scholarship and provided applications at the office for pick up.

Second Initiative: Co-Sponsoring Job Fair - Co Sponsoring at least one job fair with organizations in the business and professional community whose memberships include substantial participation of women and minorities.(March 2017)

Activities to fulfill initiative Dakota Broadcasting co sponsored the 2017 Aberdeen Area Job Fair. They ran ads to get both businesses and job seekers to come to the event. They also manned a booth at the Job Fair to explain to people the opportunities available in radio.

Form Prepared By: Lisa Johnston Date: 11/28/17



- To be completed for every Prong 3 Outreach Initiative.
- Use additional sheet to include remaining initiatives.
- Use the Description of Supplemental Outreach Initiatives (Form 7) to complete.
- Place completed sheet in station’s local public file and post on station’s website.



Summary of Supplemental Outreach Initiatives

2 Year filing period from December 1, 2016 to November 30, 2017

First Initiative: Training - Provision of training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination. (October 2017)

Activities to fulfill initiative EEO Compliance Officer attended a webinar by Pillsbury Law titled 'The Changing Face of the FCC's EEO Rule in 2017'. She then relayed the information learned from the webinar to the general managers of the company at their annual general managers meeting. Topics discussed were EEO points, regulations and compliance.

Second Initiative: Training - Provision of training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination (March 2017)

Activities to fulfill initiative At the General Managers meeting in March topics of EEO were discussed including EEO rules, regulations and policies.

Form Prepared By: Lisa Johnston Date: 11/28/17



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Summary of Supplemental Outreach Initiatives

2 Year filing period from December 1, 2016 to November 30, 2017

First Initiative: Training - Provision of training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination. (October 2017)

Activities to fulfill initiative EEO Compliance Officer attended a webinar by Pillsbury Law titled 'The Changing Face of the FCC's EEO Rule in 2017'. The weinar covered topics of EEO regulations, reporting and compliance.

Second Initiative: Community Events - Participation in events or programs sponsored by educational institutions

Activities to fulfill initiative Operations Manager led students from South Dakota School for the Visually Impaired on a tour of the studios. He Explained to the kids th reasons why people advertise and showed them several t types of jobs that exist in the radio industry.

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Summary of Supplemental Outreach Initiatives

2 Year filing period from December 1, 2016 to November 30, 2017

First Initiative: Community Events - Participation in events sponsored by community groups

Activities to fulfill initiative Major Mary from the Aberdeen Salvation Army brought students from their after school program to tour the radio stations. Kids were given a full tour of the studio and a Q&A session was held.

Second Initiative: _____

Activities to fulfill initiative _____

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