

Haugo Broadcasting Inc.
KSQY-FM, KIQK-FM, KTOQ-AM, and KXMZ-FM
EEO Public File Report
December 1, 2016 - November 30, 2017

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 Representative	1,3,4,5,6,7,8,9,10,13	13
Account Representative	1,3,4,5,6,7,8,9,10,11	11
Account Representative	1,3,4,5,6,7,8,9,10	1
Account Representative	1,3,4,5,6,7,8,9,10	1
Account Representative	1,3,4,5,6,7,8,9,10,14	14

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II. Master Recruitment Source List (“MSRL”)

RS Number	RS Information	Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	On-Air Announcements (all SEU stations)	No	24
2	All Access www.allaccess.com	No	
3	South Dakota Broadcasters Association 106 West Capitol Ave Rapid City, SD 57501	No	
4	Career Learning Center of the Black Hills 730 East Watertown Rapid City, SD 57701	No	
5	One Stop Career Center/SD Dept of Labor 111 New York Street Rapid City, SD 57701	No	
6	Experience Works 2040 W Main St #305 Rapid City, SD 57702	No	
7	Black Hills State University 1200 University St. Spearfish, South Dakota	No	
8	National American University Rapid City, SD	No	
9	SD School of Mines 501 East St Joe Street Rapid City, SD 57701	No	
10	University of South Dakota 414 East Clark Vermillion, SD 57069	No	
11	Outside Referral	No	2
12	Internal Promotion/Transfer	No	

13	Referral from Staff	No	4
14	Unsolicited	No	1

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III. Recruitment Initiatives

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
	Establish Internship	Established internship for gentleman interested in learning sports broadcasting. One intern participated in an internship program with hands on activity in the Programming. This intern was hired by station and is still employed by station.
	Class Visit	General Manager visited a class at St Elizabeth Seton and spoke to the class about his job and the radio broadcast industry.
	Establish Internship	Established internship for Central High School student interested learning about broadcasting. Intern spent just under 30 hours at the station being trained in on-air and programming..
	Establish Training Program for Staff	Our Operations Manager setup a program to train staff members interested in acquiring new skills.