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| **DUHAMEL BROADCASTING (RADIO) EEO PUBLIC FILE REPORT (Dec.1, 2015 thru Nov. 30, 2016)** |
| **A.** Full-Time Vacancies Filled During Past Year |   |   |   |   |   |   |
| 1. Job Title: | KOTA Program Director |   |   | Recruitment Source of Hire | ALL ACCESS |   |
| 2. Job Title: | Production Director |   |   | Recruitment Source of Hire | Current Employee |  |
| 3. Job Title: | Account Executive |   |   | Recruitment Source of Hire | Current Employee |   |
| 4. Job Title | KQRQ Program Director |   |   | Recruitment Source of Hire | Unsolicited Resume/Other |   |
| 5. Job Title: | Chief Engineer |   |   | Recruitment Source of Hire | Personal Reference |   |
| 6. Job Title: |   |   |   |   |   |   |
| 7. Job Title: |   |   |   |   |   |   |
| 8. Job Title: |   |   |   |   |   |   |
| 9. Job Title |   |   |   |   |   |   |
| 10. Job Title |   |   |   |   |   |   |
| 11. Job Title |   |   |   |   |   |   |
| 12. Job Title |   |   |   |   |   |   |
| 13. Job Title |   |   |   |   |   |   |
| **B.** Recruitment/Referral Sources Used to Seek Candidates for each Vacancy |   |   |   |   |   |
| **Sources** | **Contact**  | **Address**  | **telephone number** | **Email** | **Job Number Used For (from list above)** | **Number of Interviewees Referred** |
| **Mytownblackhills.com** | **AJ Darby** | **PO Box 1760, Rapid City, SD 57709** | **(605) 342-2000** | mytown@dberadio.com | **1, 2, 3, 4, 5** | **1** |
| **KOTA, KDDX, KQRQ, KZLK, KZZI Radio On-Air Listing** | **Ted Peiffer** | **PO Box 1760, Rapid City, SD 57709** | **(605) 342-2000** | ted@dberadio.com | **1, 2, 3, 4** | **2** |
| **One Stop Career Center** | **Jerome Wickersham** | **111 New York Street Rapid City, South Dakota 57701** | **605 394-1680** | jerome.wickershan@state.sd.us | **1, 2, 3, 4** | **9** |
| **South Dakota Broadcaster Assn.** | **Marla Willard** | **Pierre, South Dakota** | **(605) 224-1034** | marla@willardassociates.com | **1, 2 3, 4** | **5** |
| **Current Employee** | **Ted Peiffer** | **518 St. Joseph Street Rapid City, South Dakota 57701** | **(605) 342-2000** |   | **1, 2, 3** | **3** |
| **The Broadcasters Desktop Resource** | **Barry Mishkinbd** |  |  |   | **4,5** | **1** |
| **Internal Posting**  | **Ted Peiffer** | **518 St. Joseph Street Rapid City, South Dakota 57701** | **(605) 342-2000** | ted@dberadio.com | **1, 2, 3, 4** | **0** |
| **All Access** | **Joel Denver** | **28955 Pacific Coast Highway, Suite 210 Malibu, California 90265** | **(310) 457-6616** |   | **1, 4** | **2** |
| **Unsolicited Resume/Other** | **Ted Peiffer** | **518 St. Joseph Street Rapid City, South Dakota 57701** | **(605) 342-2000** |   | **1, 2, 4** | **2** |
| **Black Hills Veterans Job Fair** | **Kara Palmer** | **2823 W. Main St.** | **(605) 394-4066** | kara.palmer@state.sd.us | **1,2,3,4,5** | **1** |
| **DBE Radio Stations Websites** | **Ted Peiffer** | **PO Box 1760, Rapid City, SD 57709** | **(605) 342-2000** | ted@dberadio.com | **1, 2, 3, 4,5** | **2** |
| **Society of Broadcast Engineers** |  | **9102 N. Meridian, Suite 150Indianapolis, IN 46260** | **317 846-9000** |   | **5** | **1** |
| **SD Asscoiation of College Career Centers** | **Heather Johnson** |  |  |   | **1,4,5** |  |
| **National Alliance of StateBroadcast Associations** |  | **2333 Wisconsin St.Alburqureque, NM 87110** | **505 881-4444** |   | **5** | **1** |
| **Indeed.com** |  |  |  |   | **1,2** |  |
|  |  |  |  |   |  |  |
|  |  |  |  |   |  |  |
| **C.** Total Number of persons Interviewed For All Full-Time Vacancies Filled |   |   |   |   |   |
|  During The Past Year (this will be a raw number.) |   |   |   |   | **30** |
| D. Outreached Activities |   |   |   |   |   |   |
| **Broadcast Outreach**  | Duhamel Broadcasting Enterprises radio stations broadcast an on-air announcement once each day on each of its five stations throughout the year seeking the help of organizations to refer qualified applicants to our stations. These organizations can receive information about job openings by fax or thru our website. The EOE announcement ran 365 times on each of the five radio stations during the year for a total of 1,825 announcements.  |
| **Black Hills Veterans Job Fair** | DBE Radio stations participated in the BH Veteran's Job Fair, June 24, 2015. This was held on the campus of Western Dakota Vo-Tech. The purpose of the Job Fair was to attract potential employees, but also to stress the importance of hiring military veterans  |
| **Black Hills State University Spring Career Fair** | On February 26, 2015, Duhamel Broadcasting Enterprises participated as well as sponsored the "Spring Career Fair" at Black Hills State University. We aired 150 on-air promotional announcements for the event on our radio stations. This event was held at the Student Union Jacket Legacy Room on the BHSU campus. During the fair we distributed fact sheets for each of the company's department and also collected resumes from prospective employees and interns. We handed out sheets with job descriptions. Applications were handed out and resumes were forwarded to the appropriate departments. During the fair, our exhibit was manned by company employees. They answered questions participants had at the job fair.  |