

DUHAMEL BROADCASTING (RADIO) EEO PUBLIC FILE REPORT (Dec.1, 2016 thru Nov. 30, 2017)

A. Full-Time Vacancies Filled During Past Year

1. Job Title:	DBE Account Executive			Recruitment Source of Hire	BH Veteran's Job Fair
2. Job Title:	DBE Chief Engineer			Recruitment Source of Hire	No Hire at this point
3. Job Title:	KZLK Morning Show Host			Recruitment Source of Hire	Current Employee reference
4. Job Title:	KOTA Program Director			Recruitment Source of Hire	SD Broadcasters Assn.
5. Job Title:	DBE Account Executive			Recruitment Source of Hire	Current Employee 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)
Black Hills Veterans Job Fair	Lona Christnesen	2823 West Main St., Rapid City, SD 57702	(605) 737-6540	lona.m.chrsitensen.mil@mail.mil	1,2
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, 5,
One Stop Career Center	Jerome Wickersham	111 New York Street Rapid City, South Dakota 57701	605 394-1680	jerome.wickersham@state.sd.us	1, 2, 3, 4, 5,
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	ted@dberadio.com	1, 2, 3, 4, 5
Spring Jacket Job Fair, Black Hills State University	Lisa Harsh	1200 University St. Spearfish, South Dakota 57783	(605) 642-62777	lisa.harsh@bhsu.edu	1, 2

Internal Posting	Ted Peiffer	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000	ted@dberadio.com	1, 2, 3, 4, 5
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210 Malibu, California 90265	(310) 457-6616		2, 3, 4,
Unsolicited Resume/Other	Ted Peiffer	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000	ted@dberadio.com	1, 2
Radio World	Caroline Freeland	28 East 28th St., 12th Floor, New York, NY 10016	(703) 852-4610	cfreeland@nbmedia.com	2
DBE Radio Stations Websites	Ted Peiffer	PO Box 1760, Rapid City, SD 57709	(605) 342-2000	ted@dberadio.com	1, 2, 3, 4, 5
National Association of Professional Engineers	Katherine Martin	1420 King St., Alexandria, VA 22311	(888) 285-6773	careers.nspe.org/employers	2

C. Total Number of persons Interviewed For All Full-Time Vacancies Filled
During The Past Year (this will be a raw number.)

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 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 t announcements.
Black Hills Veterans Job Fair	DBE Radio stations participated in the BH Veteran's Job Fair, June 28, 2017. This was held on the campus of Western Dakota Vo-Tech. The purpose of the Job Fair was to attract p stress the importance of hiring military veterans
Black Hills State University Fall Career Fair	On February 28, 2017, Duhamel Broadcasting Enterprises participated as well as sponsored the spring "Jacket Job Fair" at Black Hills State University. We aired 150 on-air promotio 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 depart resumes from prospective employees and interns. We handed out sheets with job descriptions. Applications were handed out and resumes were forwarded to the appropriate depart was manned by company employees. They answered questions participants had at the job fair.

