



## **Annual EEO Public File Report Form**

### **Haugo Broadcasting Inc.**

### **KSQY-FM, KIQK-FM, KTOQ-AM, and KXMZ-FM**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KSQY, KIQK, KTOQ, KXMZ of Rapid City, Box Elder, and Deadwood, South Dakota and is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites. The information contained in this Report covers the time period beginning December 1, 2020 to and including November 30, 2021 (the “Applicable Period”). The FCC’s 2002 EEO Rules requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviews for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules. Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time jobs listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by email.



**Appendix 1 to Annual EEO Public File Report**

Covering the Period from December 1, 2020 to November 30, 2021

Stations Comprising Station Employment Unit: KSQY, KIQK, KTOQ, KXMZ

Section 1: Vacancy Information

| <b>Job Title</b>     | <b>Recruitment Sources of Used to Fill Vacancy</b>   | <b>Total Number of Interviews from All Sources</b> |
|----------------------|--|--|
| Operations Manager   | Internal Promotion   | 1  |
| Marketing Consultant | South Dakota Works/SD Labor<br>Black Hills State University<br>South Dakota School of Mines<br>University of South Dakota<br>Dakota State University<br>South Dakota State University<br>University of Wyoming<br>Indeed, Inc.<br>On-Air Announcements | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>8<br>1          |



## Appendix 2 to Annual EEO Public File Report

### EEO Job Notification Resource List

Haugo Broadcasting contacts the following organizations whenever it seeks to hire new, full-time employees. In addition it notifies all current employees of any new, full-time job openings that they may want to apply for. Organizations can request to be added to this notification list by contacting Christian Haugo at (605) 343-0888 or by email at [careers@haugobroadcasting.com](mailto:careers@haugobroadcasting.com). Haugo Broadcasting is an Equal Opportunity Employer and encourages women and minorities to apply for positions.

#### **South Dakota Works/SD Dept of Labor**

2230 N Maple Ave Ste 1

Rapid City, SD 57701

Phone 394-2296

Fax: 394-1824

<https://www.southdakotaworks.org/vosnet/Default.aspx>

#### **Black Hills State University Career Services**

1200 University Place

Spearfish, SD 57799

Phone: 605-642-6277

Fax: 605-642-6095

#### **Western Dakota Technical Institute Career Services**

800 Mickelson Dr

Rapid City, SD 57703

Phone: 394-4034

Fax: 394-1789

Email: [career.services@wdt.edu](mailto:career.services@wdt.edu)

#### **South Dakota School of Mines Career Planning**

501 E St Joseph St

Rapid City, SD 57701

Phone: 394-2667

Fax: 394-6721

<https://www.sdsmt.edu/Campus-Life/Career-Center/About/Gold-Mine/>

**University of South Dakota Academic & Career Planning Center**

414 E. Clark Street  
Vermillion, SD 57069  
Phone: 605-677-8854

**Dakota State University**

820 N Washington Ave  
Madison, SD 57042  
(605) 256-5122 phone  
[career.services@dsu.edu](mailto:career.services@dsu.edu)  
<https://www.dsu.edu>

**South Dakota State University**

1421 Student Union Ln  
Brookings, SD 57006  
(605) 688-4425 phone  
[Careers@sdstate.edu](mailto:Careers@sdstate.edu)  
<https://www.sdstate.edu/careercenter>

**University of Wyoming**

1000 E University Ave  
Laramie, WY 82701  
(307) 766-2398 phone  
[aces@uwyo.edu](mailto:aces@uwyo.edu)  
<http://www.uwyo.edu/aces/>

**Indeed, Inc.**

6433 Champion Grandview Way  
Building 1  
Austin, TX 78750

**All Access Music Group**

P.O. Box 6587  
Malibu, CA 90264  
(310) 457-6616 phone  
(310) 457-8058 fax  
<https://www.allaccess.com/forum/viewforum.php?f=10>



## **Appendix 3 to Annual EEO Public File Report Form**

Covering the Period from December 1, 2020 to November 30, 2021

Station(s) Comprising Station Employment Unit: KSQY, KIQK, KTOQ, KXMZ

### **Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KSQY, KIQK, KTOQ, KXMZ**

#### **Description of the Activities:**

##### **Job Fairs:**

Due to COVID, no job fairs were attended in this time period.

##### **On-Air Announcements:**

Haugo Broadcasting ran on-air announcements stating that the stations are equal opportunity employers. All stations ran these on-air announcements during varied time slots through each station's schedule for this reporting period.

##### **Internship Program:**

Our Operations Manager Karsten Lunde set up a program to train existing staff members interested in acquiring new skills. He worked with one interested staff member, training him to be an on-air announcer, currently outside his job duties.

##### **Training Program:**

Our Operations Manager Karsten Lunde set up a program to train existing staff members interested in acquiring new skills. Karsten also worked with a female employee, training her on programming/music scheduling where she had no prior experience and these areas were outside her current job description.

##### **Education Outreach:**

Due to COVID, the education outreach opportunities that were available in prior years were not permitted due to school policies on classroom visits.