

**KJAM(AM) and KJAM-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 Executive	1, 3-4, 6-9	1
Account Executive	1, 3-4, 6-11	9

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	South Dakota Department of Labor (<i>public access to job posting vis service center resource rooms & career counseling</i>) Email: brett.gustin@state.sd.us Phone: 605-256-5300	N	2
2	Sportscasters Talent Agency of America Email: jon@staatalent.com	N	0
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
4	Station Website Postings (<i>navigation link to Alpha careers web page</i>)	N	0
5	All Access Website www.allaccess.com	N	0
6	Dakota State University Email: careerservices@dsu.edu Phone 605-677-5211	N	0
7	South Dakota State University Email: careers@sdstate.edu	N	0
8	Southeast Tech Email: studentjobs@southeasttech.edu	N	0
9	South Dakota Broadcasters Association 106 W Capitol, Box 1037 Pierre, SD 57501 Phone: 605-224-1034 Email: www.sdba.org Email: marla@willardandassociates.com	N	2
10	Indeed Website (<i>link from Alpha careers website</i>) www.indeed.com	N	0
11	Alpha Media Careers Website www.alphamediausa.com/careers	N	0
12	Word-of-Mouth Referral	N	0
13	Walk-In/Self-Referral	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On April 4, 2017, our SEU participated in the “Discover the Unexpected Job Fair” sponsored by the Madison Chamber of Commerce, which took place at the Dakota Prairie Playhouse in Madison, South Dakota. SEU participants included our Market Manager and Program Director, who spoke with interested attendees about careers opportunities in broadcasting as well as job openings and internships within the SEU.
2	Management-level training regarding equal employment opportunity and preventing discrimination	On October 18, 2017, our Market Manager participated in a comprehensive training webinar about the Changing Face of the FCC’s EEO Rule, sponsored by the South Dakota and Massachusetts Broadcasters Associations and presented by Pillsbury Winthrop, Shaw, Pittman LLP.
3	Internship Program (2)	<p>From January through May 2017, our SEU hosted a student intern from Madison High School. Our SEU’s Business Manager supervised this student and arranged for him/her to “shadow” members of the business and traffic departments to learn about the intricacies of broadcast/business operations. Additionally, the student interacted with SEU staff in other departments who provided helpful tips about how to prepare for a future career in broadcasting.</p> <p>From August through December 2017, our SEU hosted another student intern from Madison High School. This intern was supervised by our Program Director and learned about on-air broadcasting techniques as well as associated equipment and software. The student was also given the opportunity to conduct sports interviews and write and record sports stories under the tutelage of our Program Director. This student also interacted with SEU staff in other departments who offered useful tips about preparing for a future career in broadcasting.</p>