



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, 2019 to and including November 30, 2020 (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, 2019 to November 30, 2020

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

Section 1: Vacancy Information

Job Title	Recruitment Sources of Used to Fill Vacancy	Total Number of Interviews from All Sources
On Air Announcer/Production	All Access Staff Referral/Prior Applicant	42 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. 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>

ExperienceWorks! Jobs for Mature Workers

2040 W Main St #305,

Rapid City, SD 57702

Phone: 605-519-8847

Black Hills State University Career Services

1200 University Place

Spearfish, SD 57799

Phone: 605-642-6277

Fax: 605-642-6095

Career Learning Center

730 E. Watertown Street

Rapid City, SD 57701

Phone: 605-394-5120

United Sioux Tribes Development Corp

105 A New York Street

Rapid City, SD 57709

Phone: 343-1100

Fax: 343-4474

National American University Career Services

5301 Mt Rushmore Road

Rapid City, SD 57701

Phone: 605-394-4800

<https://careerservices.national.edu/employers>

Western Dakota Technical Institute Career Services

800 Mickelson Dr

Rapid City, SD 57703

Phone: 394-4034

Fax: 394-1789

Email: 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/>

Black Hills State University - Rapid City

4300 Cheyenne Boulevard

Rapid City, SD 57709

Phone: 605-718-4112

University of South Dakota Academic & Career Planning Center

414 E. Clark Street

Vermillion, SD 57069

Phone: 605-677-8854

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>

Indeed, Inc.

6433 Champion Grandview Way

Building 1

Austin, TX 78750



Appendix 3 to Annual EEO Public File Report Form

Covering the Period from December 1, 2019 to November 30, 2020

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 Ian Rombough set up a program to train existing staff members interested in acquiring new skills. He worked with interested staff members, training them in areas of programming where they had no prior experience and these areas were outside their current job description.

In May 2020, General Manager Chris Haugo spoke to Kim Scott from Black Hill Special Services about placing one of their students in a summer internship program. Black Hills Special Services works with developmentally disabled youth and helps place them in jobs throughout the community. This was not undertaken in 2020 due to COVID.

Education Outreach:

On January 10, 2020, General Manager Chris Haugo visited a classroom at St Elizabeth Seton to talk to kids. He described his duties and other jobs at a radio station and talked about the education and training necessary to go into radio.