

**EEO 2020**

**a. Employment units covered**

**KJRV  
KIJV  
KOKK**

**b. Reporting period**

**Dec. 1<sup>st</sup> 2019 thru Nov. 30<sup>th</sup> 2020**

**c. Full time vacancy filled during reporting period**

**One vacancy for account executive**

**d. Recruitment sources used to fill positions**

**KIJV/KOKK/KJRV- radio**

**[www.performance-radio.com](http://www.performance-radio.com) – station website**

**Plainsman/Payday - newspaper**

**KIJV/KOKK/KJRV Facebook pages**

**e. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period 5**

**The Plainsman and Payday: Shaun Sarvis, 49 3<sup>rd</sup> St. Huron SD 57350 605-353-7401  
0 referrals**

**KIJV/KOKK/KJRV: Keith Osier, 1726 Dakota Ave. S. Huron, SD 57350 3  
1 referral**

## **Station Facebook pages 4 referral**

**Applicant hired was referred by KIJV Facebook page and was officially hired on March 2<sup>nd</sup>, 2020.**

**f. During the year Performance Radio participated in the following initiatives;**

**1- Sports director Jeff Duffy is a member of the South Dakota High School Sports Association Media Advisory Committee. The committee held a Zoom meeting on May 13<sup>th</sup> to review SDHSSA media policy and credentialing policy for 2021.**

**2.- On Oct 1st, Beadle County 4H students toured the Performance Radio studios and learned about the process of recording and scheduling commercials. The students recorded a series of public service announcements that aired on KIJV, KOKK and KJRV during South Dakota 4-H Week Oct. 3<sup>rd</sup>-10<sup>th</sup>.**

**3-On May 24th, Performance Radio awarded a \$1000 scholarship in the name of former General Manager Linda Marcus, to Huron High school student Heh Kee Moo who will attend Mitchell Technical Institute.**

**Participating employees:**

**Keith Osier- General Manager**

**Jan Eickhoff- Office Manager**

**4-On November 6th, Performance Radio hosted a job fair. The event was advertised on KIJV, KOKK and KJRV, the Plainsman, and the station's social media pages.**

**Participating employees:**

**Keith Osier- General Manager**

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**Jan Eickhoff- Office Manager**

**Jeff Duffy- Program Director**

**Matt Watson- Program Director**

**Performance radio has fewer than 10 full time employees**





KOKK • KIJV • Tiger95 • KJRV  
1230 AM 1240 AM 95.3 FM 93.5 FM

**PERFORMANCE RADIO IS  
SEEKING A CREATIVE, MOTIVATED  
ACCOUNT EXECUTIVE TO DEVELOP  
MARKETING CAMPAIGNS UTILIZING  
BROADCAST, DIGITAL AND  
SOCIAL MEDIA MARKETING.**

The responsibilities of the position will include:

- Manage an existing account list and grow sales in a six county territory.
- Develop new accounts.
- Provide broadcast, digital and mobile advertising solutions to new and existing clients
- Travel required, must have reliable transportation
- Benefits package
- Potential to earn \$45,000 plus annually
- Experience preferred but will train the right applicant

**SUBMIT YOUR RESUME TO [DKOSIER@KOKK.COM](mailto:DKOSIER@KOKK.COM)  
OR DROP OFF AT PERFORMANCE RADIO  
1726 DAKOTA AVE S • HURON, SD 57350**

**PERFORMANCE RADIO IS AN EQUAL OPPORTUNITY EMPLOYER!**

*Daily  
Plainsma*

*Jan -  
22nd -  
31st*

*2021*

Performance Radio is seeking a creative, motivated account executive to develop marketing campaigns utilizing broadcast, digital and social media marketing. The responsibilities of the position will include:

- Manage an existing account list and grow sales in a six-county territory
- Develop new accounts
- Provide broadcast, digital, mobile and social media marketing solutions to new and existing clients
- Travel is required, must have reliable transportation
- Benefits package
- Potential to earn \$45,000 plus annually
- Experience preferred but will train the right applicant

Submit your resume to [dkosier@kokk.com](mailto:dkosier@kokk.com) or drop off at  
Performance Radio, 1726 Dakota S, Huron, SD 57350

Performance Radio is an equal opportunity employer!

Help Wanted radio ad script

MAY 29 2020

May 28, 2020

Performance Radio  
1726 Dakota Ave. S  
Huron, SD 57350

Dear Scholarship Contributor:

At the Huron High School Class Day Program on May 19th, seventy-two Huron Tiger Fund Scholarships were awarded to seniors who graduated on May 24<sup>th</sup>. Following is the name of the 2020 recipient of the Performance Radio Scholarship and the college she plans to attend with her intended major:

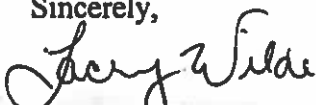
Heh Kee Moo

Mitchel Technical Institute

LPN

As the Coordinator of the Huron Tiger Fund Scholarships, I want to express my thanks to you for your participation in this year's program. Contributors like you have combined to make the Community Scholarship Program one that Huron can be proud of. Not only have you helped by providing financial assistance, you have also created an opportunity to publicly recognize students for their commitment to academics and activities.

Sincerely,



Lacey Wilde  
Scholarship Program Coordinator  
Huron Senior High School

LV/cj

MS. P. S. 7A14

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KJRV FM  
 PERFORMANCE RADIO  
 1726 DAKOTA AVE S

HURON, SOUTH DAKOTA 57350

INVOICE (#5010013343)  
 AFFIDAVIT OF PERFORMANCE  
 Calendar Period: 1/1/2020 - 1/31/2020  
 Account #: 499

PERFORMANCE RADIO  
 HURON, SD 57350  
 111111111111111111

Product: KO/HELP WANTED Script: 04996 (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
22-Jan-20	9:22:00 AM	\$0.00	22-Jan-20	9:36:00 AM	\$0.00	22-Jan-20	9:49:15 AM	\$0.00
22-Jan-20	10:49:00 AM	\$0.00	22-Jan-20	11:23:00 AM	\$0.00	22-Jan-20	12:37:30 PM	\$0.00
22-Jan-20	1:38:30 PM	\$0.00	22-Jan-20	3:38:00 PM	\$0.00	22-Jan-20	4:36:00 PM	\$0.00
23-Jan-20	9:22:00 AM	\$0.00	23-Jan-20	10:23:00 AM	\$0.00	23-Jan-20	11:38:00 AM	\$0.00
23-Jan-20	12:37:30 PM	\$0.00	23-Jan-20	2:37:30 PM	\$0.00	23-Jan-20	4:36:00 PM	\$0.00
23-Jan-20	4:38:00 PM	\$0.00	23-Jan-20	6:35:00 PM	\$0.00	24-Jan-20	6:22:30 AM	\$0.00
24-Jan-20	9:36:30 AM	\$0.00	24-Jan-20	1:21:30 PM	\$0.00	24-Jan-20	3:36:00 PM	\$0.00
24-Jan-20	4:36:00 PM	\$0.00	24-Jan-20	4:49:00 PM	\$0.00	24-Jan-20	5:36:00 PM	\$0.00
24-Jan-20	6:48:30 PM	\$0.00	25-Jan-20	6:22:00 AM	\$0.00	25-Jan-20	7:37:00 AM	\$0.00
25-Jan-20	8:23:00 AM	\$0.00	25-Jan-20	10:36:30 AM	\$0.00	25-Jan-20	11:22:00 AM	\$0.00
25-Jan-20	12:37:00 PM	\$0.00	25-Jan-20	2:23:00 PM	\$0.00	25-Jan-20	3:22:30 PM	\$0.00
25-Jan-20	4:23:00 PM	\$0.00	26-Jan-20	6:23:00 AM	\$0.00	26-Jan-20	7:22:00 AM	\$0.00
26-Jan-20	8:22:00 AM	\$0.00	26-Jan-20	9:21:00 AM	\$0.00	26-Jan-20	10:22:30 AM	\$0.00
26-Jan-20	11:21:30 AM	\$0.00	26-Jan-20	12:21:00 PM	\$0.00	26-Jan-20	2:36:30 PM	\$0.00
26-Jan-20	3:23:00 PM	\$0.00	27-Jan-20	8:21:30 AM	\$0.00	27-Jan-20	10:23:00 AM	\$0.00
27-Jan-20	10:38:00 AM	\$0.00	27-Jan-20	1:37:30 PM	\$0.00	27-Jan-20	3:23:00 PM	\$0.00
27-Jan-20	4:21:00 PM	\$0.00	27-Jan-20	4:38:30 PM	\$0.00	27-Jan-20	6:35:30 PM	\$0.00
27-Jan-20	7:21:00 PM	\$0.00	28-Jan-20	6:21:00 AM	\$0.00	28-Jan-20	9:35:00 AM	\$0.00
28-Jan-20	10:37:30 AM	\$0.00	28-Jan-20	12:21:00 PM	\$0.00	28-Jan-20	1:49:30 PM	\$0.00
28-Jan-20	2:36:30 PM	\$0.00	28-Jan-20	5:36:00 PM	\$0.00	28-Jan-20	7:21:00 PM	\$0.00
28-Jan-20	8:21:00 PM	\$0.00	29-Jan-20	9:36:30 AM	\$0.00	29-Jan-20	11:37:00 AM	\$0.00
29-Jan-20	1:36:30 PM	\$0.00	29-Jan-20	1:48:30 PM	\$0.00	29-Jan-20	2:22:30 PM	\$0.00
29-Jan-20	3:49:30 PM	\$0.00	29-Jan-20	4:37:00 PM	\$0.00	29-Jan-20	6:37:30 PM	\$0.00
29-Jan-20	7:22:30 PM	\$0.00	30-Jan-20	9:21:00 AM	\$0.00	30-Jan-20	10:37:00 AM	\$0.00
30-Jan-20	11:38:00 AM	\$0.00	30-Jan-20	2:21:30 PM	\$0.00	30-Jan-20	3:22:30 PM	\$0.00
30-Jan-20	4:37:00 PM	\$0.00	30-Jan-20	5:38:30 PM	\$0.00	30-Jan-20	6:23:00 PM	\$0.00
30-Jan-20	7:35:30 PM	\$0.00	31-Jan-20	6:23:00 AM	\$0.00	31-Jan-20	10:22:30 AM	\$0.00
31-Jan-20	11:38:30 AM	\$0.00	31-Jan-20	1:37:30 PM	\$0.00	31-Jan-20	2:23:00 PM	\$0.00
31-Jan-20	3:35:00 PM	\$0.00	31-Jan-20	6:22:00 PM	\$0.00			

This announcement was broadcast 86 time(s) as entered in the station's program log.

36 SPOT(S) AT A RATE OF \$0.00 ~~\$0.00~~

Gross Total: \$0.00

Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.

Subscribed and sworn to before me on this 17th day of November, 2020

Notary Public  
 JAN EICKHOFF

Station Official

KOKK AM  
PERFORMANCE RADIO  
1726 DAKOTA AVE S

HURON, SOUTH DAKOTA 57350

INVOICE (#1010013343)  
AFFIDAVIT OF PERFORMANCE  
Calendar Period: 1/1/2020 - 1/31/2020  
Account #: 499

PERFORMANCE RADIO  
HURON, SD 57350  
| | | | | | | | | | | | | | | | | | | | | |

Product: KO/HELP WANTED Script: 04996 (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
22-Jan-20	1:21:40 PM	\$0.00	22-Jan-20	2:21:30 PM	\$0.00	22-Jan-20	3:21:30 PM	\$0.00
22-Jan-20	3:30:10 PM	\$0.00	22-Jan-20	3:51:10 PM	\$0.00	22-Jan-20	4:32:00 PM	\$0.00
22-Jan-20	6:35:30 PM	\$0.00	23-Jan-20	8:46:30 AM	\$0.00	23-Jan-20	9:42:30 AM	\$0.00
23-Jan-20	11:22:10 AM	\$0.00	23-Jan-20	2:25:30 PM	\$0.00	24-Jan-20	9:41:30 AM	\$0.00
24-Jan-20	11:32:10 AM	\$0.00	24-Jan-20	2:21:30 PM	\$0.00	24-Jan-20	3:12:10 PM	\$0.00
24-Jan-20	3:30:10 PM	\$0.00	24-Jan-20	4:11:30 PM	\$0.00	24-Jan-20	4:50:30 PM	\$0.00
25-Jan-20	6:10:30 AM	\$0.00	25-Jan-20	7:31:40 AM	\$0.00	25-Jan-20	9:21:00 AM	\$0.00
25-Jan-20	10:11:00 AM	\$0.00	25-Jan-20	11:25:00 AM	\$0.00	25-Jan-20	1:25:00 PM	\$0.00
25-Jan-20	2:25:00 PM	\$0.00	25-Jan-20	4:06:30 PM	\$0.00	25-Jan-20	4:35:30 PM	\$0.00
26-Jan-20	6:10:00 AM	\$0.00	26-Jan-20	9:40:00 AM	\$0.00	26-Jan-20	10:11:30 AM	\$0.00
26-Jan-20	12:10:30 PM	\$0.00	26-Jan-20	1:11:30 PM	\$0.00	26-Jan-20	2:10:30 PM	\$0.00
26-Jan-20	3:12:00 PM	\$0.00	26-Jan-20	3:40:30 PM	\$0.00	26-Jan-20	4:30:30 PM	\$0.00
27-Jan-20	11:20:10 AM	\$0.00	27-Jan-20	1:02:10 PM	\$0.00	27-Jan-20	2:26:00 PM	\$0.00
27-Jan-20	3:31:40 PM	\$0.00	27-Jan-20	4:11:30 PM	\$0.00	27-Jan-20	4:22:00 PM	\$0.00
27-Jan-20	6:16:00 PM	\$0.00	28-Jan-20	9:24:10 AM	\$0.00	28-Jan-20	11:02:30 AM	\$0.00
28-Jan-20	2:10:40 PM	\$0.00	28-Jan-20	3:21:30 PM	\$0.00	28-Jan-20	4:11:30 PM	\$0.00
28-Jan-20	4:31:00 PM	\$0.00	28-Jan-20	6:16:30 PM	\$0.00	28-Jan-20	6:36:00 PM	\$0.00
29-Jan-20	1:10:40 PM	\$0.00	29-Jan-20	2:35:50 PM	\$0.00	29-Jan-20	3:31:10 PM	\$0.00
29-Jan-20	6:46:30 PM	\$0.00	30-Jan-20	8:46:30 AM	\$0.00	30-Jan-20	11:21:10 AM	\$0.00
30-Jan-20	1:40:40 PM	\$0.00	30-Jan-20	3:30:40 PM	\$0.00	30-Jan-20	4:32:00 PM	\$0.00
30-Jan-20	6:17:30 PM	\$0.00	31-Jan-20	6:05:20 AM	\$0.00	31-Jan-20	11:30:10 AM	\$0.00
31-Jan-20	2:11:40 PM	\$0.00	31-Jan-20	3:11:40 PM	\$0.00	31-Jan-20	3:22:00 PM	\$0.00
31-Jan-20	3:32:10 PM	\$0.00	31-Jan-20	4:41:30 PM	\$0.00	31-Jan-20	6:16:00 PM	\$0.00

This announcement was broadcast 69 time(s) as entered in the station's program log.

69 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Gross Total: \$0.00

Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.

Subscribed and sworn to before me on this 17th day of November, 2020

Notary Public  
JAN EICKHOFF



*Daniel Keith Owen*  
Station Official





KOKK AM  
PERFORMANCE RADIO  
1726 DAKOTA AVE S

HURON, SOUTH DAKOTA 57350

INVOICE (#10N0075584)  
AFFIDAVIT OF PERFORMANCE  
Calendar Period: 11/1/2020 - 11/30/2020  
Account #: 1396

JOB FAIR  
HURON, SD 57350  
|||||

Product: JD/JOB FAIR 2020 Script: 13964 (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Rate	Time	Rate	Date	Time	Rate	Date	Time	Rate
\$0.00	11:20:10 AM	\$0.00	02-Nov-20	11:40:10 AM	\$0.00	02-Nov-20	4:12:00 PM	\$0.00
\$0.00	4:40:00 PM	\$0.00	02-Nov-20	6:17:00 PM	\$0.00	03-Nov-20	9:23:10 AM	\$0.00
\$0.00	11:31:10 AM	\$0.00	03-Nov-20	1:11:10 PM	\$0.00	03-Nov-20	2:36:20 PM	\$0.00
\$0.00	4:30:00 PM	\$0.00	04-Nov-20	8:46:00 AM	\$0.00	04-Nov-20	11:41:40 AM	\$0.00
\$0.00	2:11:40 PM	\$0.00	04-Nov-20	3:20:30 PM	\$0.00	04-Nov-20	4:32:00 PM	\$0.00
\$0.00	8:25:00 AM	\$0.00	05-Nov-20	1:21:10 PM	\$0.00	05-Nov-20	3:43:40 PM	\$0.00
\$0.00	4:40:30 PM	\$0.00	05-Nov-20	4:51:00 PM	\$0.00	06-Nov-20	6:05:50 AM	\$0.00
\$0.00	7:36:50 AM	\$0.00	06-Nov-20	8:45:00 AM	\$0.00	06-Nov-20	9:42:00 AM	\$0.00

This announcement was broadcast 24 time(s) as entered in the station's program log.

4 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Gross Total: \$0.00

Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.  
Subscribed and sworn to before me on this 17th day of November, 2020

Notary Public  
JAN EICKHOFF

Station Official



KJRV FM  
PERFORMANCE RADIO  
1726 DAKOTA AVE S

HURON, SOUTH DAKOTA 57350

INVOICE (#50N0075584)  
AFFIDAVIT OF PERFORMANCE  
Calendar Period: 11/1/2020 - 11/30/2020  
Account #: 1396

JOB FAIR  
HURON, SD 57350  
11111111111111111111

Product: JD/JOB FAIR 2020 Script: 13964 (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
12-Nov-20	9:37:30 AM	\$0.00	02-Nov-20	11:22:00 AM	\$0.00	02-Nov-20	12:38:30 PM	\$0.00
12-Nov-20	3:21:00 PM	\$0.00	02-Nov-20	3:49:00 PM	\$0.00	03-Nov-20	6:23:30 AM	\$0.00
13-Nov-20	11:38:30 AM	\$0.00	03-Nov-20	1:21:30 PM	\$0.00	03-Nov-20	4:21:30 PM	\$0.00
13-Nov-20	5:21:30 PM	\$0.00	04-Nov-20	11:36:00 AM	\$0.00	04-Nov-20	12:38:00 PM	\$0.00
14-Nov-20	1:38:30 PM	\$0.00	04-Nov-20	2:38:30 PM	\$0.00	04-Nov-20	4:23:00 PM	\$0.00
15-Nov-20	6:35:00 AM	\$0.00	05-Nov-20	1:21:30 PM	\$0.00	05-Nov-20	5:21:30 PM	\$0.00
15-Nov-20	6:21:00 PM	\$0.00	06-Nov-20	6:35:00 AM	\$0.00	06-Nov-20	8:49:30 AM	\$0.00
16-Nov-20	10:22:30 AM	\$0.00	06-Nov-20	12:22:00 PM	\$0.00			

This announcement was broadcast 23 time(s) as entered in the station's program log.

23 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Gross Total: \$0.00

Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.

Subscribed and sworn to before me on this 17th day of November, 2020

Notary Public  
JAN EICKHOFF

Station Official



KIJV AM/FM  
PERFORMANCE RADIO  
1726 DAKOTA AVE S

HURON, SOUTH DAKOTA 57350

INVOICE (#30N0075584)  
AFFIDAVIT OF PERFORMANCE  
Calendar Period: 11/1/2020 - 11/30/2020  
Account #: 1396

JOB FAIR  
HURON, SD 57350  
|||||

Product: JD/JOB FAIR 2020 Script: 13964 (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
02-Nov-20	6:03:30 AM	\$0.00	02-Nov-20	11:03:00 AM	\$0.00	02-Nov-20	1:28:00 PM	\$0.00
02-Nov-20	3:19:30 PM	\$0.00	02-Nov-20	5:41:00 PM	\$0.00	03-Nov-20	8:18:00 AM	\$0.00
03-Nov-20	1:03:00 PM	\$0.00	03-Nov-20	3:04:30 PM	\$0.00	03-Nov-20	4:29:30 PM	\$0.00
03-Nov-20	6:18:00 PM	\$0.00	04-Nov-20	9:03:30 AM	\$0.00	04-Nov-20	1:28:30 PM	\$0.00
04-Nov-20	2:28:30 PM	\$0.00	04-Nov-20	4:28:30 PM	\$0.00	04-Nov-20	6:29:30 PM	\$0.00
05-Nov-20	7:28:00 AM	\$0.00	05-Nov-20	9:18:30 AM	\$0.00	05-Nov-20	1:29:30 PM	\$0.00
05-Nov-20	4:29:30 PM	\$0.00	05-Nov-20	6:04:00 PM	\$0.00	06-Nov-20	6:42:00 AM	\$0.00
06-Nov-20	9:04:30 AM	\$0.00	06-Nov-20	10:28:00 AM	\$0.00	06-Nov-20	11:29:00 AM	\$0.00
06-Nov-20	12:29:00 PM	\$0.00						

This announcement was broadcast 25 time(s) as entered in the station's program log.

25 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Gross Total: \$0.00

Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.

Subscribed and sworn to before me on this 17th day of November, 2020

Notary Public  
JAN EICKHOFF

Station Official







**HAVE YOU ALWAYS DREAMED OF A CAREER IN BROADCASTING?  
PERFORMANCE RADIO IS HOLDING A JOB FAIR ON FRIDAY,  
NOVEMBER 6<sup>TH</sup>, AT OUR STUDIO LOCATED AT 1726 DAKOTA S IN  
HURON. STOP IN, FILL OUT AN APPLICATION AND CHECK ON  
OPPORTUNITIES IN OUR PROGRAMMING AND SALES  
DEPARTMENTS. PERFORMANCE RADIO'S JOB FAIR IS FRIDAY,  
NOVEMBER 6<sup>TH</sup>, FROM 10AM TO 3PM AT 1726 DAKOTA S. CALL  
352-1933 FOR MORE INFORMATION, PERFORMANCE RADIO IS AN  
EQUAL OPPORTUNITY EMPLOYER!**

Job Fair script

# ATTENTION

Have you always dreamed  
of a career in broadcasting?

**Performance Radio**

is holding a job fair on

**Friday, November 6th**

at our studios, located at

**1726 Dakota Ave S in Huron.**

Stop in, fill out an application  
and learn about opportunities in our  
programming and sales departments.

The job fair will be held from  
**10am to 3pm.**

Call

**352-1933**

for more information.

Performance Radio

is an equal opportunity employer.



*Daily Plainsman  
Nov. 3, 2020*