**EEO 2014**

**a. Employment units covered**

**KJRV**

**KIJV**

**KOKK**

**KZKK**

**b. Reporting period**

**Dec. 1st 2013 thru Nov. 30th 2014**

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

**Account Executive**

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

**KIJV/KOKK/KJRV/KZKK- radio commercials**

**Plainsman/Payday - newspaper ads**

**SD Broadcasters Association - website**

**SD Dept. of Labor – website**

**Posts on station Facebook pages**

**e. Total Number of Interviewees for all full-time vacancies filled during the reporting period 9**

**SD Broadcasters: Marla Willard 106 W Capital Ave Pierre, SD 57501 605-224-7426**

**SD Dept. of Labor: Judy Edon 2361 Dakota Ave. S. Huron SD 57350 605-353-7155**

**The Plainsman: Shaun Sarvis 49 3rd St. Huron SD 57350 605-353-7401**

**KIJV/KOKK/KJRV/KZKK: Shawn Martin 1726 Dakota Ave. S. Huron, SD 57350**

**Station Facebook pages**

**Hiree was referred by ad in Plainsman newspaper**

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

**1-On December 13th, Performance Radio hosted a one-day job fair. Attendees were informed of potential careers in radio and encouraged to fill out applications to be kept on file for future vacancies with our stations.**

**Participating employees:**

**Shawn Martin: General Manager**

**Zach Nelson- News Director**

**Jan Eickhoff- Office Manager**

**2-On December 18th, Performance Radio sponsored a presentation by Scott Meyer of 9 Clouds Marketing which focused on careers in broadcasting and the media industry as well as media marketing strategies for small businesses including incorporating social media and broadcast media.**

**Participating employees:**

**Shawn Martin: General Manager**

**Erica Woodbury- Part-time Announcer**

**3- On January 16th from noon-1pm, Shawn Martin spoke about career opportunities in broadcasting during the Huron young Professionals monthly meeting which was hosted at the Performance Radio studios. The event also included a tour of the studios and a demonstration of broadcast equipment.**

**Participating employees:**

**Zach Nelson- News Director**

**Shawn Martin- General Manager**

**4-On May 12th, Performance Radio awarded a $1000 scholarship in the name of former General Manager Linda Marcus, to be awarded to Huron High school student Cole Bennett.**

**Participating employees:**

**Shawn Martin- General Manager**

**Jan Eickhoff- Office Manager**

**5-On Oct. 24th from 12noon-1: 30 pm, News director Zach Nelson spoke to Huron High School students about careers in broadcast journalism and broadcast ethics. The students were given a tour of the Performance Radio studios following the presentation.**

**Participating employees:**

**Shawn Martin: General Manager**

**Zach Nelson- News Director**

**Jan Eickhoff- Office Manager**

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