**EEO 2018**

**a. Employment units covered**

**KJRV**

**KIJV**

**KOKK**

**b. Reporting period**

**Dec. 1st 2017 thru Nov. 30th 2018**

**c. No vacancies during reporting period**

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

**1-The week of December 18th, General Manager Shawn Martin conducted performance reviews with the station’s six full time employees. The purpose of the reviews were to identify areas of concern for both management and the employee, offer assistance to the employee in the form of training opportunities or equipment, and make recommendations, where appropriate, for raises.**

**2- On Dec. 14th, Sanborn Central student Levi Swearingen, job shadowed program director Matt Watson from 9am-1pm. Swearingen intends to pursue a career in broadcasting.**

**3.- April 25th-26th, the Performance Radio sales staff attended a two day training in Algona, Iowa. The event focused on personal development and advancing in broadcast sales.**

**Participating employees**

**Shawn Martin**

**Kevin Scheel**

**Mike Lyon**

**Keith Osier**

**4- On May 16th, Huron Middle School students toured the Performance Radio studios as a part of career day. The tour included information on various careers in the broadcast industry and demonstrations of on-air and administrative duties.**

**Participating employees:**

**Shawn Martin- General Manager**

**Jan Eickhoff- Office Manager**

**Jeff Duffy- Program Director**

**Matt Watson- Program Director**

**5-On May 22nd, Performance Radio awarded a $1000 scholarship in the name of former General Manager Linda Marcus, to Huron High school student Kevin Baltzer.**

**Participating employees:**

**Shawn Martin- General Manager**

**Jan Eickhoff- Office Manager**

**6-On Oct. 15th and 22nd, Iroquois High School student Casey Spinsby job shadowed news director Shawn Martin. Spinsby is interested in pursuing a career in journalism.**

**7-On Oct. 18th, Performance Radio hosted a job fair. The event was advertised on KIJV, KOKK and KJRV, in the Plainsman, and on the station’s social media pages.**

**Participating employees:**

**Shawn Martin- General Manager**

**Jan Eickhoff- Office Manager**

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