

EEO 2019

a. Employment units covered

**KJRV
KIJV
KOKK**

b. Reporting period

Dec. 1st 2018 thru Nov. 30th 2019

c. No vacancies during reporting period

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

1- On Dec 10th, Holy Trinity Catholic School students toured the Performance Radio studios as a part of the school's business fair. The tour included information on various careers in the broadcast industry and demonstrations of on-air, sales and administrative duties. Students also recorded announcements for the Dfair which were broadcast Dec. 11th - 13th on KIJV. KOKK and KJRV.

Participating employees:

Shawn Martin- General Manager

Jan Eickhoff- Office Manager

Mike Lyon- Sales Associate

Jeff Duffy- Program Director

Matt Watson- Program Director

2-The week of December 17th, General Manager Shawn Martin conducted performance reviews with the station's four 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 upgrades, and make recommendations, where appropriate, for raises.

3-On May. 1st, Performance Radio participated in the Huron Area Career Expo. The event was advertised on KIJV, KOKK and KJRV, in the Plainsman, e-mail, and on the station's and Greater Huron Development Corporation social media pages and websites. The event was held from 1:30-6:30 pm. Station representatives were on hand to visit with interested applicants and discuss career options in broadcasting.

Participating employees

**Shawn Martin
Mike Lyon
Keith Osier**

4- On May 20th, Students from Iroquois School District toured the Performance Radio studios. Staff visited with the students about careers in radio, include programming and sales.

Participating employees

**Shawn Martin
Matt Watson
Jeff Duffy
Jan Eickoff
Mike Lyon**

5-On May 28th, Performance Radio awarded a \$1000 scholarship in the name of former General Manager Linda Marcus, to Huron High school student Eh Ku Dah

Participating employees:

Shawn Martin- General Manager

Jan Eickhoff- Office Manager

6- July 15th, Iroquois High School student job Xavier Spinsby shadowed news director Shawn Martin from 5-7pm. Spinsby attended the Huron Board of Education meeting with Martin and learned how to write and record a story about the meeting.

7-On Oct. 9th, General Manager Shawn Martin spoke to students at Huron Community Campus about broadcasting careers, professional development and business ethics. Event ran from 6-7pm.

Performance Radio has fewer than 10 full time employees