# EEO PUBLIC FILE REPORT

#### 2015

#### A. <u>Employment Unit Covered</u>

KCCR-AM, Pierre, South Dakota KCCR-FM, Pierre, South Dakota KLXS-FM, Pierre, South Dakota

#### B. Reporting Period

December 1, 2014- November 30, 2015

## C. <u>Full - Time Vacancies Filled During Reporting Period</u>

**Recruitment Source:** 

3

5/25/2015

1) Job Title: Salesperson Date Filled:

### D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
1 SD Dept of Labor	116 W. Missouri	Pierre, SD	57501
2 Capital Journal	333 W Dakota Ave	Pierre, SD	57501
3 Capital University Center	809 E Dakota	Pierre, SD	57501
4 SD Broadcasters Assoc.	106 W Capital Ave	Pierre, SD	57501
5 Riggs High School	1010 E Broadway	Pierre, SD	57501
6 Stanley County High School	10 E Main Street	Pierre, SD	57501
7 KCCR/KLXS Radio	106 W Capital Dr	Pierre, SD	57501
8 Walk in/Employee Reference		Pierre, SD	57501

1,2,4,7,8

Total number of interviewees from all sources for this position: 5

# Total Number of Interviewees for Full-Time Announcer Vacancy Filled During the

Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Walk In/	Tara Steiner	106 W Capitol Ave		
Personal Referral		Pierre, SD 57501	224-1240	1
SD Dept of Labor	Online	116 W Missouri		
Job Service		Pierre, SD 57501	773-3372	2
KCCR/KLXS Radio		106 Capitol Ave		
	Steve White	Pierre, SD 57501	224-1240	2

## C. Full - Time Vacancies Filled During Reporting Period

2) Job Title: Salesperson Date Filled: 6/15/2015

3

3

**Recruitment Source:** 1,2,4,7,8

#### D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Address</u>	<u>City</u>	<u>Zip</u>
116 W. Missouri	Pierre, SD	57501
333 W Dakota Ave	Pierre, SD	57501
809 E Dakota	Pierre, SD	57501
106 W Capital Ave	Pierre, SD	57501
1010 E Broadway	Pierre, SD	57501
10 E Main Street	Pierre, SD	57501
106 W Capital Dr	Pierre, SD	57501
	Pierre, SD	57501
	116 W. Missouri 333 W Dakota Ave 809 E Dakota 106 W Capital Ave 1010 E Broadway 10 E Main Street	116 W. Missouri 333 W Dakota Ave 809 E Dakota 106 W Capital Ave 1010 E Broadway 10 E Main Street 106 W Capital Dr Pierre, SD Pierre, SD Pierre, SD Pierre, SD

Total number of interviewees from all sources for this position: 6

# <u>Total Number of Interviewees for Full-Time Announcer Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources</u>

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Walk In/	Tara Steiner	106 W Capitol Ave		
Personal Referral		Pierre, SD 57501	224-1240	1
SD Dept of Labor	Online	116 W Missouri		
Job Service		Pierre, SD 57501	773-3372	2
KCCR/KLXS Radio		106 Capitol Ave		
	Steve White	Pierre, SD 57501	224-1240	3

### C. <u>Full - Time Vacancies Filled During Reporting Period</u>

3) Job Title: News Director Date Filled: 4/1/2015

**Recruitment Source:** 1,4,7,8

### D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Name</u>	<u>Address</u>	City	<u>Zip</u>
1 SD Dept of Labor	116 W. Missouri	Pierre, SD	57501
2 Capital Journal	333 W Dakota Ave	Pierre, SD	57501
3 Capital University Center	809 E Dakota	Pierre, SD	57501
4 SD Broadcasters Assoc.	106 W Capital Ave	Pierre, SD	57501
5 Riggs High School	1010 E Broadway	Pierre, SD	57501
6 Stanley County High School	10 E Main Street	Pierre, SD	57501
7 KCCR/KLXS Radio	106 W Capital Dr	Pierre. SD	57501

### Total number of interviewees from all sources for this position: 2

<u>Total Number of Interviewees for Full-Time Announcer Vacancy Filled During the</u> Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
SDBA	Online	106 W Capitol Ave Pierre, SD 57501	224-1034	1
KCCR/KLXS Radio	Steve White	106 Capitol Ave Pierre, SD 57501	224-1240	1

# G. Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation and Location	Station Staff Involved
Participation in Job Fair	Mitchell Chamber Part time Job Fair Monday, October 19, 2015 Designed to find potential employees and interns for Riverfront Broadcasting	John Koons Steve Morgan
Participation in Job Fair	South Dakota Big Job Fair. Sioux Falls, Convention Center, Sioux Falls, SD 2/24/15 Designed to expose grads from all across Eastern SD to Riverfront Broadcasting. We hoped to find potential employees for Riverfront Broadcasting.	Cynthia Miller John Koons
Job Fair	On Feb 28th and March 1srt 2015 the stations sponsored its annual Farm and Home Show provided information concerning the broadcast industry at large	Steve White Tara Jungwirth DT Meyer
Training- Establishment of training for station personal designed to acquire skills for higher positions	Sales Training, October 7-8, 2015 attended sales training with corporate presenters.	Steve White Tara Steiner Amelia Thompson
Training- Establishment of training for station personal designed to acquire skills for higher positions	Sales Training April 21-22, 2015 training for station personel-RAB workshop on Managing Digital. To help stations to better utiilize their web sites and social media more effectively	Tara Steiner Steve White
Job Shadow	Cordell Ring participated in the Job Shadowing program through Sully Buttes High School Jan-15	Dan Meyer