

KBRK(AM), KBRK-FM, KJJQ(AM), KDBX(FM), KKQQ(FM)
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-7	2
Account Executive	1-7	6

KBRK(AM), KBRK-FM, KJJQ(AM), KDBX(FM), KKQQ(FM)
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Express Employment Services 1206 Main Ave S Brookings, SD 57006 605-697-5627 Jenni.norwood@expresspros.com Jenni Norwood	N	0
2	SD Department of Labor & Regulation (<i>public access to job postings via service center resource rooms, career counseling and online</i>) 1310 Main Ave South Brookings, SD 57006 605-688-4350 Lance.gladis@state.sd.us Lance Gladis	N	2
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	1
4	South Dakota State University Department of Journalism & Mass Communication Yeager Hall – SDSU Campus 1137 Campanile Avenue Yeager Hall Box 2235 Brookings, S.D. 57007 Attn: Roxanne Lucchesi	N	1
5	Station Facebook Pages	N	3
6	Indeed (<i>automated posting from Alpha careers website</i>) www.indeed.com	N	4
7	Alpha Media Careers www.alphamediausa.com/careers	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

KBRK(AM), KBRK-FM, KJJQ(AM), KDBX(FM), KKQQ(FM)
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On December 8, 2017, our News Director, Program Director and an Account Executive spoke with Debrook High School students during the school's annual career fair about potential careers in broadcasting.
2	Host job fair	On March 14, 2018, the stations hosted the Brookings Spring Job Fair in conjunction with the South Dakota Career Center at the Days Inn Convention Center in Brookings, SD. Our SEU solicited local exhibitors, organized logistics, and promoted the event, including airing announcements on the stations. We also participated as a local employer, interacting with interested attendees regarding careers in broadcasting. The fair attracted 38 businesses and more than 150 potential employees. Participants included our Sales Manager, General Manager and Programming Director.
3	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 2 and 8, 2018, our stations hosted six South Dakota State University advertising students to judge their mock sales presentations as part of their advertising research project. Participants included our Sales Manager and General Manager.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 10, 2018, our Sales Manager conducted mock interviews on behalf of Brookings High School students at the First Bank & Trust conference room.