

KBRK(AM), KBRK-FM, KJJQ(AM), KDBX(FM), KKQQ(FM)
EEO PUBLIC FILE REPORT
December 1, 2022-November 30, 2023

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
No full time positions were filled during this reporting year		

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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	South Dakota State University Department of Journalism & Mass Communications Yeager Hall – SDSU Campus 1137 Campanile Avenue Yeager Hall Box 2235 Brookings, SD 57007 Attn: Roxanne Lucchesi	N	0
2	SD Department of Labor & Regulation (<i>public access to job postings via service center resource rooms & career counseling</i>) 1310 Main Ave South Brookings, SD 57006 605-688-4350 Lance.gladis@state.sd.us Lance Gladis	N	0
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
4	Southwest Minnesota State University Department of Fine Arts and Communication 1501 State Street Marshall, MN 56258 Attn: Dr. Joseph Ullian	N	0
5	Station Facebook Pages	N	0
6	Indeed.com	N	0
7	Alpha Media Website	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			0

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Hosted Job Fair	On April 6, 2023, the stations hosted the Brookings Spring Job Fair in conjunction with the South Dakota Career Center at the Dacotah Bank 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 48 businesses and more than 200 potential employees. Participants included our Sales Manager, General Manager and Programming Director.
2	Participation in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 21, 2023, our General Manager and Program Director, spoke to 50 Mass Communication students at South Dakota State University about careers in broadcasting.
3	Participation in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 24, 2024, our programming staff hosted a Deubrook High School student to job shadow our staff to learn more about career opportunities in radio broadcast.
4	EEO Training Webinar	On September 15, 2023 our Program Director attended a webinar presented by Joan Stewart of Wiley Rein on the FCC's Equal Employment Opportunity Rules.