

**KJAM(AM) and KJAM-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
News Director	3,8,9,10,	8
Sports Director	2,4,8,9,10,11	2

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	South Dakota Department of Labor Email: brett.gustin@state.sd.us Phone: 605-256-5300	N	0
2	Sportscasters Talent Agency of America Email: jon@staatalent.com	N	2
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
4	All Access Website www.allaccess.com	N	1
5	Dakota State University Email: careerservices@dsu.edu Phone 605-677-5211	N	0
6	South Dakota State University Email: careers@sdstate.edu	N	0
7	Southeast Tech Email: studentjobs@southeasttech.edu	N	0
8	South Dakota Broadcasters Association 106 W Capitol, Box 1037 Pierre, SD 57501 Phone: 605-224-1034 Email: www.sdba.org Email: marla@willardandassociates.com	N	1
9	Indeed Website www.indeed.com	N	4
10	Alpha Media Careers Website www.alphamediausa.com/careers	N	1
11	Word-of-Mouth Referral	N	1
12	Walk-In/Self-Referral	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On Aug 23, 2023 our Program Director attended the Dakota State University Job Fair and talked to students about the opportunities available in radio.
2	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.