

EEO PUBLIC FILE REPORT
2016

A. Employment Unit Covered

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

B. Reporting Period

December 1, 2015- November 30, 2016

C. Full - Time Vacancies Filled During Reporting Period

4

1) Job Title: Salesperson Date Filled: 2/8/2016
Recruitment Source: 1,2,4,7,8

D. Recruitment/Referral Sources Used to Seek Candidates for 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

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

Total Number of Interviewees for Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources

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

C. Full - Time Vacancies Filled During Reporting Period

4

2) Job Title: Office Manager Date Filled: 6/20/2016

Recruitment Source: 1,4,7,8

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
1 SD Dept of Labor	<u>116 W. Missouri</u>	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

Total number of interviewees from all sources for this position: 3

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/ Personal Referral	Tara Steiner	106 W Capitol Ave Pierre, SD 57501	224-1240	1
SD Dept of Labor Job Service	Online	116 W Missouri Pierre, SD 57501	773-3372	2

C. Full - Time Vacancies Filled During Reporting Period 3

3) Job Title: Sports Director Date Filled: 6/27/2016
Recruitment Source: 1,4,7,8

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
1 SD Dept of Labor	<u>116 W. Missouri</u>	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

Total number of interviewees from all sources for this position: 4

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
SDBA	Online	106 W Capitol Ave Pierre, SD 57501	224-1034	3
KCCR/KLXS Radio	Steve White	106 Capitol Ave Pierre, SD 57501	224-1240	1

C. Full - Time Vacancies Filled During Reporting Period

4

4) Job Title: Salesperson Date Filled: 10/17/2016
Recruitment Source: 1,4,7,8

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

Name	Address	City	Zip
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

Total number of interviewees from all sources for this position: 3

Total Number of Interviewees for Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Walk In/ Personal Referral	Tara Steiner	106 W Capitol Ave Pierre, SD 57501	224-1240	1
SD Dept of Labor Job Service	Online	116 W Missouri Pierre, SD 57501	773-3372	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	South Dakota Big Job Fair. Sioux Falls, Convention Center, Sioux Falls, SD 3/15/16 Designed to expose grads from all across Eastern SD to Riverfront Broadcasting. We hoped to find potential employees for Riverfront Broadcasting.	Curt Dykstra John Koons

Job Fair	On Feb 27th-28th 2016 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, April 27th-28th, 2016 attended sales training with corporate presenters.	Steve White Tara Steiner Kayla Klemann
Training- Establishment of training for station personal designed to acquire skills for higher positions	Training July 21st-22nd, 2016 training for station personel-programming and sales as part of SDBA Leadership Conference-Sioux Falls, SD	Tara Steiner Kayla Klemann Steve White Kevin Larson
Summer Intern	Kaylee Wallace -SDSU Student May-August 2016 focusing on production and programming	Dan Meyer