

EEO PUBLIC FILE REPORT 2020

A. Employment Unit Covered

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

B. Reporting Period

December 1, 2019– November 30, 2020

C. Full – Time Vacancies Filled During Reporting Period

1. Job Title: Multi-Media Specialist Date Filled: 21-Jan-20
Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL
Hiring Source: Internal
2. Job Title: Multi-Media Specialist Date Filled: 20-Feb-20
Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL
Hiring Source: Internal
3. Job Title: Office Manager Date Filled: 26-June-20
Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL
Hiring Source: Internal
4. Job Title: Multi-Media Specialist Date Filled: 26-Aug-20
Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL
Hiring Source: Radio Ad
5. Job Title: Office Manager Date Filled: 9-Sept-20
Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL
Hiring Source: Internal

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
KCCR-AM website	todayskccr.com		
KLXS-FM website	pierrecountry.com		
KCCR-FM website	capitalcityrock.com		
SD Broadcaster Association	106 W Capitol Ave	Pierre	57501
Job Fair.works	106 W Capitol Ave	Pierre	57501
Indeed website	Indeed.com		
SD Dept. of Labor & Regulation	dlr.sd.gov		
Riggs High School	1010 E Broadway Ave	Pierre	57501
Stanley County High School	10 E Main St	Ft. Pierre	57532

E. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources: 8

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Indeed.com	Tara Steiner	106 W Capitol Ave, Pierre SD 57501	605.224.1240	6
Website	Tara Steiner	todaykccr.com	605.224.1240	0
Radio Ad	Tara Steiner	Pierrecountry.com	605.224.1240	1
SD Dept. of Labor & Regulation	Brandon Kucker	116 W Missouri Ave, Pierre SD 57501	605.773.3372	1
SD Broadcasters Association	Marla Willard	106 W Capitol Ave, Pierre SD 57501	605.224.7426	0

F. Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation & Location	Staff Involved
Student Tours	Provided tours of broadcast stations on February 12th, discussing operations and careers to kids from Pierre School District	News Director Production Manager Sports Director General Manager
Summer Internship	Ryan W participated in an internship with the radio stations from May 2020 - August 2020. Ryan participated in programming, front office and web.	News Director Production Manager Sports Director General Manager
Job Fair	On February 22nd & 23rd the stations sponsored their annual Farm, Home & Sport Show; there they provided information concerning the broadcast industry at large.	News Director Production Manager Sports Director General Manager
Local Business & Post-High Institutions	In January, 2020 Our stations had the opportunity to present valuable information to area students about career options in radio.	News Director Production Manager Sports Director General Manager
Yankton SD Chamber	On November 12, 2020 Tara Steiner attended Glenn Shepard, How to Supervise People & Lead a Team at Yankton, SD Chamber Event	General Manager
Community Outreach Parade	Parade of Lights	News Director Production Manager General Manager