

KABD, KMOM
EEO PUBLIC FILE REPORT
December 1, 2009 - November 30, 2010

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
General Manager	9-10	9
Office Manager	1-6, 9-13	11
News Director	3-4, 10-11	4
Account Executive	4, 7-9, 11	8

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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	Aberdeen News Paper 124 S 2nd St. Aberdeen, South Dakota 57401 Phone : 605-622-2222 Email : bvanmeter@aberdeennews.com Fax : 1-605-622-2346 Brenda VanMeter	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Email : Fax : 1-310-457-8058 Career Services	N	0
3	Brown College 1440 Northland Heights Mendota Heights , Minnesota Phone : 651-905-3499 Email : kbaumeister@browncollege.edu Fax : 1--- Karol Baumeister	N	1
4	Dakota Broadcasting 426 N. Hwy 281 Suite 4 Aberdeen, South Dakota 57401 Phone : 605-725-5551 Email : Fax : Terri Lipetzky	N	7
5	KELO-TV 501 South Phillips Ave. Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Email : Fax : 1-605-357-5530 --	N	0
6	KMEG-KPTH Website 100 Gold Circle Dakota Dunes, South Dakota 57049 Phone : 7122773554 Email : vpohlen@kpth.com Fax : 1-712-255-3669 Vikki Martin	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Northern St Univ 1200 S. Jay St Aberdeen, South Dakota 57401 Phone : 605-626-2371 Email : Fax : Beverly Werner	N	1
8	referral	N	1
9	Referral	N	3
10	SD Broadcasters Assoc 106 W Capital Box 1037 Pierre, South Dakota 57501 Phone : 605-224-1034 Email : marla@willardandassociates.com Fax : 1--- Marla Willard	N	5
11	SD Career Center 420 S Roosevelt Aberdeen, South Dakota 57401 Phone : 605-626-2340 Email : Lynn.Klundt@state.sd.us Fax : 1--- Lynn Klundt	N	7
12	Sportscaster Talent Agency of Amer South Dakota Phone : Email : Fax : Manual posting Career Services	N	0
13	University of Sioux Falls 1101 W. 22nd St. Sioux Falls, South Dakota Phone : 605-331-6740 Email : cs@siouxfalls.edu Fax : Mark Patterson	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			25

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/1/2010	Participation in scholarship programs	International Broadcasters Ideabank-SESAC Radio Scholarship Grant. \$7500.00 awarded to a junior or senior at college/university that offers undergraduate training in radio broadcasting/music related programs, advertising, mass media, communications or journalism. Course of study has to relate to a career in radio broadcasting or music	1	General Manager	1.00
2	2/1/2010	Participation in scholarship programs	International Broadcasters Ideabank-SESAC Radio Scholarship Grant. \$7500.00 awarded to a junior or senior at college/university that offers undergraduate training in radio broadcasting/music related programs, advertising, mass media, communications or journalism. Course of study has to relate to a career in radio broadcasting or music	1	General Manager	1.00
3	5/11/2010	Provision of training to management	Two hour live webinar training on FCC EEO Rules on requirements to announce job openings to all referral agencies and minority organizations using wide discrimination from a broad labor force. The importance of self assessment and record keeping reporting requirements and supplemental efforts-non vacancy outreach/job fairs, internships etc.	2	Business Manager Traffic Manager	1.00
4	5/11/2010	Provision of training to management	Two hour live webinar training on FCC EEO Rules on requirements to announce job openings to all referral agencies and minority organizations using wide discrimination from a broad labor force. The importance of self assessment and record keeping reporting requirements and supplemental efforts-non vacancy outreach/job fairs, internships etc.	2	Business Manager Traffic Manager	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	7/21/2010	Provision of training to management	One hour live webinar training on FCC EEO requirement to announce job openings to all referral agencies and minority organizations, and the values of recruiting diverse employees from a broad labor force, learning how to use Broadcast1Source online service to insure broad dissemination of job postings to diverse constituencies.	1	Business Manager	1.00
6	7/21/2010	Provision of training to management	One hour live webinar training on FCC EEO requirement to announce job openings to all referral agencies and minority organizations, and the values of recruiting diverse employees from a broad labor force, learning how to use Broadcast1Source online service to insure broad dissemination of job postings to diverse constituencies.	1	Business Manager	1.00
7	7/21/2010	Provision of training to management	One hour live webinar training on FCC EEO requirement to announce job openings to all referral agencies and minority organizations, and the values of recruiting diverse employees from a broad labor force, learning how to use Broadcast1Source online service to insure broad dissemination of job postings to diverse constituencies.	1	Business Manager	1.00
8	8/4/2010	Provision of training to management	One hour live webinar training on FCC EEO requirement to announce job openings to all referral agencies and minority organizations, and the values of recruiting diverse employees from a broad labor force, learning how to use Broadcast1Source online service to insure broad dissemination of job postings to diverse constituencies.	1	Business Manager	1.00
9	8/4/2010	Provision of training to management	One hour live webinar training on FCC EEO requirement to announce job openings to all referral agencies and minority organizations, and the values of recruiting diverse employees from a broad labor force, learning how to use Broadcast1Source online service to insure broad dissemination of job postings to diverse constituencies.	1	Business Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						9.00