

**Station Employment Unit Consisting of Radio Stations:
 KGFX-AM, KGFX-FM, KJBI-FM, KMLO-FM, KOLY-AM, KOLY-FM, KPLO-FM
 Licensed to James River Broadcasting, Inc.**

December 1, 2022 to November 30, 2023

EEO PUBLIC FILE REPORT

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 |
|---|---|--|
| Sales- Pierre Office | All Access South Dakota Broadcasters Association (SDBA) On Air Announcements Internal Posting SD Works | SD Works |
| Announcer with Play by Play Ability- Mobridge Office | All Access South Dakota Broadcasters Association (SDBA) Northeast Community College On Air Announcements Sportscasters Talent Agency of Amercia | Not yet filled |
| Part Time Studio Board Operator | On Air Announcements TF Riggs High School Career Fair TF Riggs High School Guidance Counselor Stanley County High School Guidance Counselor | Both TF Riggs High School Guidance Counselor and Stanley County High School Guidance Counselor |
| Traffic Director/Receptionist | South Dakota Broadcasters Association (SDBA) Internal Posting On Air Announcements SD Works | Internal Posting |
| Announcer- Pierre Office | All Access South Dakota Broadcasters Association (SDBA) On Air Announcements SD Works Indeed Zip Recruiter | Indeed |

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II. Master Recruitment Source List

| RS Number | RS Information | Source Entitled to Vacancy Notification? (YES/NO) | Number of Interviewees Referred by RS over Reporting Period |
|------------------|---|--|--|
| 1. | On-Air KGFX AM/FM, KJBI FM, KMLO FM, KOLY AM/FM, KPLO FM 214 West Pleasant Drive Pierre, SD 57501 118 Third Street East Mobridge, SD 57601 | No | |
| 2. | South Dakota Broadcasters Assn. 106 West Capitol Avenue Pierre, SD 57501 | No | 1 |
| 3. | www.allaccess.com | No | 1 |
| 4. | Internal Posting 214 West Pleasant Drive Pierre, SD 57501 118 Third Street East Mobridge, SD 57601 | No | 1 |
| 5. | Northeast Community College Brian Anderson 801 East Benjamin Ave. Norfolk, NE 68701 | No | |
| 6. | SD Works South Dakota Dept of Labor & Regulation Southdakotaworks.org SDWorksPub@state.sd.us | No | 1 |
| 7. | ZipRecruiter Ziprecruiter.com | No | |
| 8. | Indeed Indeed.com | No | 3 |
| 9. | TF Riggs High School Guidance Counselor-Ryan Munson Ryan.munson@k12.sd.us 605-773-7350 | No | 2 |
| 10. | Stanley County High School Guidance Counselor-Bryan Bonhorst Bryan.bonhorst@k12.sd.us 605-223-7743 | No | 1 |

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| TOTAL INTERVIEWEES OVER REPORTING PERIOD: 10 |
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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|---|---|
| 1 | Online Classifieds | An online classified advertisement ran regarding announcer position and benefits available. |
| 2 | Radio Announcements | Stations of the Employment Unit ran announcements targeted to groups and organizations requesting that they notify the station(s) if they wish to be notified when employment positions are available. |
| 3 | National Association of Farm Broadcasting | Farm Director Jody Heemstra, attended the National Association of Farm Broadcasting annual meeting in Kansas City. She spoke with student members of NAFB regarding careers in radio. |
| 4 | FFA Convention | Farm News Director Jody Heemstra participated in the fall FFA project contests event to assist and critique the Ag Broadcasting segment. |
| 5 | Junior Achievement Board & Mentor | Sales Employee serves on the local board of directors of Junior Achievement to help teach local youth about entrepreneurial opportunities as well as employment opportunities in the field of broadcasting. |
| 6 | Radio Advertising Bureau Membership & Participation | Participation through RAB providing staff training on Recruiting/Maintaining Multi-Generational Workforce. |
| 7 | National Association of Broadcasters Membership & Participation | Podcasts and On Demand Webcasts for staff to engage employees. |
| 8 | TF Riggs High School Careers & Employability Class | News Director Jody Heemstra, announcer and Production Manager Chuck Hanson attended the class to discuss the radio industry and job opportunities. Classroom |

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|----|---|--|
| | | teacher also asked them to cover best interview practices. |
| 9 | 2023 T. F. Riggs High School Post-High Planning & Career Fair | Multiple announcers and sales team members attended the Career Fair to explain broadcast career options including engineering. Gave students an opportunity to record station liners for experience. |
| 10 | SD Works Campaign Participant | Utilized the SD Works platform to take advantage of State of South Dakota's national advertising campaign to educate and inform out of state workers to the benefits of working in South Dakota. |