

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, 2024 to November 30, 2025

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
Announcer with Play by Play Ability- Mobridge Office	South Dakota Broadcasters Association (SDBA) Northeast Community College On Air Announcements Sportscasters Talent Agency of America Indeed Zip Recruiter	Indeed
Part Time Studio Board Operator - Pierre	On Air Announcements TF Riggs High School Career Fair TF Riggs High School Guidance Counselor Stanley County High School Guidance Counselor Internal Posting	TF Riggs High School Guidance Counselor
Morning Show Announcer - Mobridge	South Dakota Broadcasters Association (SDBA) On Air Announcements Indeed Zip Recruiter Internal Posting	Internal Posting
Morning Show Announcer - Pierre	South Dakota Broadcasters Association (SDBA) On Air Announcements Indeed Zip Recruiter Internal Posting	SDBA
Sales Account Executive - Mobridge	South Dakota Broadcasters Association (SDBA) On Air Announcements Indeed Zip Recruiter Internal Posting	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	3
2.	South Dakota Broadcasters Assn. 106 West Capitol Avenue Pierre, SD 57501	No	1
3.	Internal Posting 214 West Pleasant Drive Pierre, SD 57501 118 Third Street East Mobridge, SD 57601	No	1
4.	Northeast Community College Brian Anderson 801 East Benjamin Ave. Norfolk, NE 68701	No	
5.	SD Works South Dakota Dept of Labor & Regulation Southdakotaworks.org SDWorksPub@state.sd.us	No	
6.	ZipRecruiter Ziprecruiter.com	No	1
7.	Indeed Indeed.com	No	
8.	TF Riggs High School Guidance Counselor-Ryan Munson Ryan.munson@k12.sd.us 605-773-7350	No	2
9.	Stanley County High School Guidance Counselor-Bryan Bonhorst Bryan.bonhorst@k12.sd.us 605-223-7743	No	

TOTAL INTERVIEWEES OVER REPORTING PERIOD: 8

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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 and discuss careers in the broadcast industry.
5	Radio Advertising Bureau Membership & Participation	Participation through RAB providing staff training on Recruiting and Maintaining Workforce.
6	National Association of Broadcasters Membership & Participation	Podcasts and On Demand Webcasts for staff to engage employees.
7	2025 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.
8	TF Riggs High School Careers & Employability Class	News Director Jody Heemstra, announcer and Operations Manager Chuck Hanson and Sports Director Justin Cowart attended the

		class to discuss the radio industry and job opportunities. Classroom teacher also asked them to cover best interview practices.
9	SD Works Campaign Participant	Utilized the SD Works platform. They offer online openings as well as online career fairs.
10	Pierre Area Chamber of Commerce-Leadership Pierre	Comprehensive program conducted by the Pierre Area Chamber of Commerce for current and emerging leaders to analyze characteristics associated with leadership, develop individual skills and gather an awareness of trends, challenges and issues that face the area. We provided support as mentors and conducted on site tours to discuss our role in the community and the opportunities a career in broadcasting provides.