EEO PUBLIC FILE REPORT

2023

1. **Employment Unit Covered**

KCCR-AM – Pierre, South Dakota

KLXS-FM – Pierre, South Dakota

KCCR-FM – Pierre, South Dakota

1. **Reporting Period**

December 1, 2022– November 30, 2023

1. **Full – Time Vacancies Filled During Reporting Period**
2. Job Title: Multi-Media Specialist/On Air Talent Date Filled: April 10, 2023

Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDLR

1. Job Title: Multi-Media Specialist Date Filled:June 26, 2023

Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDLR

1. Job Title: Office Assistant Date Filled: September 19, 2022

Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDLR

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

**Name**  **Address** **City** **Zip**

KCCR-AM website kccrradio.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 I ndeed.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

1. **Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources: 3za**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Referral Source** | **Contact** | **Address** | **Phone** | **Number of Interviewees Referred** |
| Indeed.com | Tara Steiner | 106 W Capitol Ave, Pierre SD 57501 | 605.224.1240 | 17 |
| Website | Tara Steiner | kccrradio.com | 605.224.1240 | 0 |
| Radio Ad | Tara Steiner | Pierrecountry.com | 605.224.1240 | 6 |
| SD Dept. of Labor & Regulation | Brandon Kucker | 116 W Missouri Ave, Pierre SD 57501 | 605.773.3372 | 0 |
| SD Broadcasters Association | Marla Willard | 106 W Capitol Ave, Pierre SD 57501 | 605.224.7426 | 0 |

1. **Outreach Activities Performed During the Reporting Period**

|  |  |  |
| --- | --- | --- |
| **Initiative** | **Scope of Participation & Location** | **Staff Involved** |
| Student Tours | Provided tours of broadcast stations in February, discussing operations and careers to kids from Pierre School District | Zach Nelson Dan Meyer Jon Winkler Tara Steiner |
| Community Outreach Vendor Show | On February 25th and 26th the stations sponsored their annual Farm, Home & Sport Show; there they provided information concerning the broadcast industry at large. | Tara Steiner Zach Nelson Jon Winkler Dan Meyer |
| Local Business & Post-High Institutions | On January 25th, 2023 Our stations had the opportunity to present valuable information to area students about career options in radio. | Tara Steiner Zach Nelson Jon Winkler Dan Meyer |
| Community Outreach | In May, 2023 Our stations had the opportunity to present valuable information to local business (Leadership Pierre) about radio in general and career options. | Zach Nelson Dan Meyer Jon Winkler Tara Steiner |
| Community Outreach Parade | Parade of Lights | DT Meyer  Jon Winkler |
| South Dakota Broadcasters Association | On August 29-30, 2023 Training and Networking training at Spearfish Canyon Lodge hosted by SDBA. | Tara Steiner  Stephanie Sanchez |