EEO PUBLIC FILE REPORT 2020

1. **Employment Unit Covered**

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

1. **Reporting Period**

December 1, 2019– November 30, 2020

1. **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, SDDLR Hiring Source: Internal

* 1. Job Title: Multi-Media Specialist Date Filled: 20-Feb-20

Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDLR Hiring Source: Internal

* 1. Job Title: Office Manager Date Filled: 26-June-20

Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDLR Hiring Source: Internal

* 1. Job Title: Multi-Media Specialist Date Filled: 26-Aug-20

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

* 1. Job Title: Office Manager Date Filled: 9-Sept-20

Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDLR Hiring Source: Internal

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

**Name Address City Zip**

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

1. **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 | todayskccr.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 |

1. **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 |