

***KELO(AM), KELO-FM, KRRO(FM), KWSN(AM), KTWB(FM), KSQB(AM),  
KSQB-FM & KXQL(FM)***

**EEO PUBLIC FILE REPORT  
12/01/2008 – 11/30/2009<sup>1</sup>**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	12, 20, 24, 27	27
Telemarketer	1-22, 25, 27, 29	20
KELO-FM Morning Co-Host	1-20, 23, 26, 30	26
Account Executive	12, 20-22, 24, 25, 31	20
Account Executive	12, 20, 24, 25, 27, 29, 31	27
Account Executive	12, 20, 24, 25, 27, 29, 31	31
Senior Level Account Executive	12, 20, 22, 24, 25, 27, 31	31
Senior Level Account Executive	12, 20, 22, 24, 25, 27, 31	22

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<sup>1</sup> This Report includes recruitment activity from November 21, 2008 through November 20, 2009.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Lutheran Social Services Refuge & Immigration Program Attn: Nancy Hayen 1609 W 11 <sup>th</sup> St. Sioux Falls, SD 57104 605-339-4601	Yes	0
2	American Indian Services, Inc. Attn: Marilyn Lone Hill 817 N Elmwood Ave Sioux Falls, SD 57104 605-334-4060	Yes	0
3	Augustana College Career Center Attn: Val Lietz or Sandi Vietor <a href="mailto:career@auguie.edu">career@auguie.edu</a> 605-274-4127	Yes	0
4	Bellevue University Attn: Heather Knight <a href="mailto:knight@bellevue.edu">knight@bellevue.edu</a> 605-335-8010	Yes	0
5	Black Hills State University Attn: Eileen Thomas <a href="mailto:careers@bhsu.edu">careers@bhsu.edu</a> 605-642-6277	Yes	0
6	Brown College-Career Services Attn: Karol Baumeister <a href="mailto:kbaumeister@browncollege.edu">kbaumeister@browncollege.edu</a> 651-905-3499	Yes	0
7	Colorado Technical University Attn: Wylla Satterness <a href="mailto:wsatterness@sf.coloradotech.edu">wsatterness@sf.coloradotech.edu</a> 605-361-0200	Yes	0
8	DSU Career Services Attn: Senior Secretary Janelle Nielsen <a href="mailto:career.services@dsu.edu">career.services@dsu.edu</a> 605-256-5122	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Kilian Community College Attn: Sandy Garber <a href="mailto:sgarber@kilian.edu">sgarber@kilian.edu</a> 605-221-3100	Yes	0
10	National American University Attn: Walter Goodwin <a href="mailto:wgoodwin@national.edu">wgoodwin@national.edu</a> 605-334-5430	Yes	0
11	South Dakota Broadcasters Association Attn: Marla Willard <a href="mailto:marla@willardandassociates.com">marla@willardandassociates.com</a> 605-224-1034	Yes	0
12	South Dakota Career Center Attn: Amanda Schreck <a href="mailto:amanda.schreck@state.sd.us">amanda.schreck@state.sd.us</a> 605-367-5300	Yes	2
13	South Dakota School of Mines & Technology Attn: Kim B. Bold <a href="mailto:kim.bold@SDSMT.edu">kim.bold@SDSMT.edu</a> 605-394-2586	Yes	0
14	South Dakota State University CAP Center Attn: April Boesch, Recruiting Coordinator <a href="mailto:april.boesch@sdstate.edu">april.boesch@sdstate.edu</a> 605-688-4153	Yes	0
15	Southeast Tech/USDSU Campus Career Center Attn: JoAnne Weir <a href="mailto:dolcareercenter@southeasttech.edu">dolcareercenter@southeasttech.edu</a> 605-367-4819	Yes	0
16	University of Sioux Falls Attn: Mark Patterson <a href="mailto:cs@siouxfalls.edu">cs@siouxfalls.edu</a> 605-331-6740	Yes	0
17	Lutheran Social Services Attn: Tracy Gran 620 W 18 <sup>th</sup> St. Sioux Falls, SD 57104 605-357-0100	Yes	0
18	Minnesota Broadcasters Association Attn: Sarah Nelson 3033 Excelsior Blvd Suite 301 Minneapolis, MN 55416 612-926-8123	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Iowa Broadcasters Association Attn: Sue Toma PO Box 71186 Des Moines, Iowa 50325 515-224-7237	Yes	0
20	SiouxFallsHelpWanted.com siouxfallshelpwanted.com One Civic Center Plaza Suite #506 Poughkeepsie, NY 12601	No	6
21	Sioux Falls Argus Leader Attn: Jenifer Smith <a href="mailto:jxsmith@argusleader.com">jxsmith@argusleader.com</a> 605-575-3624	No	1
22	Career Builder.com <i>(Job postings with the Sioux Falls Argus Leader may also be posted on Careerbuilder.com.)</i>	No	12
23	Internal Posting	No	3
24	On-Air Announcement <i>(one or more SEU stations)</i>	No	13
25	Station Website <i>(all SEU stations)</i>	No	12
26	All Access Music Group allaccess.com 310-457-6616	No	7
27	Employee Referral	No	12
28	Main Street Marketing & Promotion Attn: Tom Kay <a href="mailto:tomk@main-st.net">tomk@main-st.net</a> 952-927-4487	No	0
29	Walk-In/Self-Referral	No	6
30	Radio & Records Attn: Rosalina Correa 2049 Century Park East, 41st Floor Los Angeles, CA 90067 323-654-3434	No	1
31	Non-Employee Referral	No	7
32	Internal Transfer/Promotion	No	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			82

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Host Event or Program Sponsored by or on Behalf of an Educational Institution Relating to Careers in Broadcasting	On December 4, 2008, the stations hosted two students from West Central High School in the Programming Department as part of a job shadow program.
<b>2</b>	Host Event or Program Sponsored by or on Behalf of an Educational Institution Relating to Careers in Broadcasting	On January 13, 2009, the stations hosted one student from Lincoln High School in the Programming Department as part of a job shadow program.
<b>3</b>	Host Event or Program Sponsored by or on Behalf of an Educational Institution Relating to Careers in Broadcasting	On February 25, 2009, the stations hosted one student from McCook Central High School in the Programming Department as part of a job shadow program.
<b>4</b>	Host Event or Program Sponsored by or on Behalf of an Educational Institution Relating to Careers in Broadcasting	On May 6, 2009, the stations hosted one student from Washington High School in the Programming Department as part of a job shadow program.
<b>5</b>	Host Event or Program Sponsored by or on Behalf of an Educational Institution Relating to Careers in Broadcasting	On November 3, 2009, the stations hosted two students from Washington High School and West Central High School in the Programming Department as part of a job shadow program.
<b>6</b>	Host Event or Program Sponsored by or on Behalf of an Educational Institution Relating to Careers in Broadcasting	On November 10, 2009, the stations hosted one student from West Central High School in the Programming Department as part of a job shadow program.

7	Host Event or Program Sponsored by or on Behalf of an Educational Institution Relating to Careers in Broadcasting	On December 10, 2008, the stations hosted a tour consisting of eighteen students and an advisor from West Central High School. Station participants included our Continuity Director.
8	Host Event or Program Sponsored by or on Behalf of an Educational Institution Relating to Careers in Broadcasting	On November 11, 2009, the stations hosted a tour consisting of eleven students and two advisors from Southwest Minnesota State University. Station participants included our Continuity Director.
9	Participated in Job Fair	On December 5, 2008, the stations participated in the South Dakota State University Job Fair in Brookings, SD. Station participants included our Sales Manager.
10	Participated in Job Fair	On February 24, 2009, the stations participated in the South Dakota Big Job Fair at the Sioux Falls Convention Center in Sioux Falls, SD. Station participants included three Sales Managers.
11	Participated in Job Fair	On October 15, 2009, the stations participated in the University of South Dakota Career Fair in Vermillion, SD. Station participants included our Sales Manager.
12	Hosted In-House Job Fair	On March 27, 2009, the stations hosted an In-House Recruiting Seminar at Backyard Broadcasting facilities in Sioux Falls, SD. Our SEU invites interested individuals to the seminar via on-air announcements and on station websites. Attendees fill out applications, receive a tour of our facilities, and get information on current job openings. Station participants included our General Manager, Business Manager, and Sales Manager.
13	Hosted In-House Job Fair	On November 3, 2009, the stations hosted an In-House Recruiting Seminar at Backyard Broadcasting facilities in Sioux Falls, SD. Our SEU invites interested individuals to the seminar via on-air announcements and on station websites. Attendees fill out applications, receive a tour of our facilities, and get information on current job openings. Station participants included our Business Manager and Sales Manager.