

EEO PUBLIC FILE REPORT 2023

A. Employment Unit Covered

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

B. Reporting Period

December 1, 2022– November 30, 2023

C. Full – Time Vacancies Filled During Reporting Period

1. Job Title: Multi-Media Specialist/On Air Talent Date Filled: April 10, 2023
 Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL
2. Job Title: Multi-Media Specialist Date Filled: June 26, 2023
 Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL
3. Job Title: Office Assistant Date Filled: September 19, 2022
 Recruitment Sources: Radio Ad, Indeed, SD Broadcasters Association, SDDL

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
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	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

E. 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

F. 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 25 th and 26 th 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 25 th , 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