

EEO PUBLIC FILE REPORT

2024

A. Employment Unit Covered

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

B. Reporting Period

December 1, 2023– November 30, 2024

C. Full – Time Vacancies Filled During Reporting Period

1. Job Title: Multi-Media Specialist Date Filled: 2/27/2024
Recruitment Sources: KCCR-AM radio ad, KLXS-FM radio ad, KCCR-FM radio ad, kccradio.com, pierrecountry.com, capitalcityrock.com Indeed, Jobfair.works
2. Job Title: Multi-Media Specialist/On-Air Talent Date Filled: 4/2/2024
Recruitment Sources: KCCR-AM radio ad, KLXS-FM radio ad, KCCR-FM radio ad, kccradio.com, pierrecountry.com, capitalcityrock.com Indeed, Jobfair.works
3. Job Title: Multi-Media Specialist/On-Air Talent Date Filled: 10/8/2024
Recruitment Sources: KCCR-AM radio ad, KLXS-FM radio ad, KCCR-FM radio ad, kccradio.com, pierrecountry.com, capitalcityrock.com Indeed, Jobfair.works
4. Job Title: Multi-Media Specialist/On-Air Talent Date Filled: 11/12/2024
Recruitment Sources: KCCR-AM radio ad, KLXS-FM radio ad, KCCR-FM radio ad, kccradio.com, pierrecountry.com, capitalcityrock.com Indeed, Jobfair.works

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	kccradio.com	Pierre	57501
KLXS-FM website	pierrecountry.com	Pierre	57501
KCCR-FM website	capitalcityrock.com	Pierre	57501
KCCR 1240AM/98.9		Pierre	57501
KLXS Country 95.3		Pierre	57501
KCCR-FM Capital City Rock 104.5		Pierre	57501
JobFair.works	106 W Capitol Ave	Pierre	57501
Indeed website	Indeed.com		

E. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources: 12

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Indeed.com	Tara Steiner	106 W Capitol Ave, Pierre SD 57501	605.224.1240	8
KCCR Radio 1240AM/98.9FM	Tara Steiner	106 W Capitol Ave, Pierre, SD 57501	605.224.1240	1
KLXS-FM Country 95.3	Tara Steiner	106 W Capitol Ave, Pierre, SD 57501	605.224.1240	2
KCCRRadio.com	Tara Steiner	106 W Capitol Ave, Pierre, SD 57501	605.224.1240	1

A. Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation & Location	Staff Involved
T.F. Riggs High School Post-High Planning & Career Fair	On January 24 th , we discussed radio careers, did a live show from the school and provided information to students with interest in a radio broadcasting career.	Zach Nelson Dan Meyer Jon Winkler Tara Steiner
Community Outreach Vendor Show	On February 24 th and 25 th , 2024 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
Midwest Journalism Conference	April 5 th & 6 th , 2024 Training and networking in Minneapolis/St. Paul, MN, hosted by the Midwest Journalism Conference	Zach Nelson
Riverfront Broadcasting Sales Meetings	April 3 rd and 4 th , 2024 our company provided training and networking to sales staff in Blue Earth, MN	Tara Steiner Alicia Moser
Heartland Media Conference	April 24-25, 2024, Training and networking training in Fargo, ND hosted by MN Broadcasters, ND Broadcasters & SD Broadcasters Association	Tara Steiner
South Dakota Broadcasters Association Convention	On October 14 th and 15 th , 2024 we attended training and networking training at The Lodge in Deadwood in Deadwood, SD hosted by SDBA	Tara Steiner Dan Meyer Alicia Mosser Nathan Benjamin