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| **Referral Source** | **Contact** | **Address** | **Phone** | **Number of Interviewees Referred** |
| Employee Referral | Tara Steiner | 106 W Capitol Ave, Pierre  SD 57501 | 605.224.1240 | 2 |
| Website | Tara Steiner | todayskccr.com | 605.224.1240 | 1 |
| Website | Tara Steiner | Pierrecountry.com | 605.224.1240 | 0 |
| Website | Tara Steiner | Capitalcityrock.com | 605.224.1240 | 0 |
| Radio Ad | Tara Steiner | KCCR-1240AM 106  W Capitol Ave, Pierre SD 57501 | 605.224.1240 | 2 |
| Radio Ad | Tara Steiner | Country 95.3 106 W Capitol Ave, Pierre SD 57501 | 605.224.1240 | 4 |
| Radio Ad | Tara Steiner | Capital City Rock 104.5 106 W Capitol Ave, Pierre  SD 57501 | 605.224.1240 | 2 |
| Indeed.com | On-line | Indeed.com | n/a | 46 |
| SD Broadcasters Association | Marla Willard | 106 W Capitol Ave, Pierre SD 57501 | 605.224.7426 | 6 |

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| **Initiative Scope of Participation & Location Staff Involved** | | |
| News Department | In November 2019 Zach Nelson attended the News Direcors Meeting put on by South Dakota Broadcasters Association | Zach Nelson |
| News Department | In April 2019 Zach had the opportunity to attend the Midwest Journalism Conference, Minneapolis, MN | Zach Nelson |
| Iowa Broadcasters, Des Moines, IA | This conference allows sales executives to brainstorm with sales outside Riverfront's radio station markets. They can talk about what is effective to recruit staff for clients using air time & also what is helping clients grow their business | Jill Warnke Teresa Bremser |
| Job Fair | On February 23rd & 24th 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 Jill Warnke |
| Local Business & Post-High Iinstituions | In January, 2019 The opportunity to present valuable information to area students about career options in radio. | Zach Nelson Dan Meyer Jon Winkler |
| SD  Broadcasters, Sioux Falls, South Dakota | In August, 2019 our sales team attended Chris Lytle, Instant Sales Training at South Dakota Broadcasters Sales Seminar Building Relationships Your Competitors Can't Steal | Tara Steiner Jill Warnke Val Willis |