

DUHAMEL BROADCASTING (RADIO) EEO PUBLIC FILE REPORT (2008)

A. Full-Time Vacancies Filled During Past Year

1. Job Title:	Account Executive		Recruitment Source of Hire	Duhamel Radio
2. Job Title:	Announcer		Recruitment Source of Hire	Unsolicited
3. Job Title:	Account Executive		Recruitment Source of Hire	Employee Referral
4. Job Title:	Announcer		Recruitment Source of Hire	Unsolicited
5. Job Title:	Account Executive		Recruitment Source of Hire	Employee Referral
6. Job Title:	Announcer		Recruitment Source of Hire	Unsolicited
7. Job Title:	Announcer		Recruitment Source of Hire	Unsolicited

B. Recruitment/Referral Sources Used to Seek Candidates for each Vacancy

Sources	Contact	Address	tele #	Job Number Used For (from list above)	Number of Interviewees
Rapid City Journal	Karina Tyler	507 Main St. Rapid City, SD 57701	(605) 394-8300	1	1
One Stop Career Center	Jan Edwards	111 New York Street Rapid City, SD 57701	(605) 394-2306	1,3,5	1
South Dakota Broadcaster Assn.	Marla Willard	Pierre, South Dakota	(605) 224-1034	1 through 7	
KOTATV.com	John Petersen	518 St. Joseph Street Rapid City, SD 57701	(605) 342-2000	1,3	1
Wyoming Association of Broadcasters	Laura Grott	PO Box 1387 Cheyenne, Wyoming 82003	(307) 632-7622	1	
Dakota/Lakota Journal	Ernestine Chasing-Hawk	PO Box 31 Flandreau, SD 57028	(605) 573-2684	1,3	
All Access	Joel Denver	28955 Pacific Coast Highway Ste. 210 Malibu, CA 90265	(310) 457-6616	2,4,6,7	
University of South Dakota	Kate Bingen	Al Neuharth Media Center 205 Vermillion, SD 57069	(605) 677-5477	2,4,6,7	
Main Street Marketing	Tom Kay	4517 Minnetonka Blvd Ste. #104 Minneapolis, MN 55416	(952) 927-4487	2,4,6,7	1
KOTA Radio	Les Tuttle	518 St. Joseph Street Rapid City, SD 57701	(605) 342-2000	1 through 7	4
Job Fairs				1 through 7	
Employee Referral and/or Unsolicited				1 through 7	8

c. Total Number of persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number.)		16
D. Outreached Activities		
Intern Program	The stations have allowed two unpaid intern positions over the reporting period. One was a four week internship in June for KZZI radio. The other was specific to the morning show on KDDX during July and August.	
High School Tours	Throughout the reporting period tours were provided for Spearfish elementary school classes on February 12th and Belle Fourche junior high students on May 14th. Information was provided as to education requirements and skills needed for broadcast careers.	
Black Hills Regional Job Fair	On March 19th, 2008 we participated in the Black Hills Job Fair. This was a company-wide effort, with each department providing literature and man-power in an effort to reach out to those students interested in pursuing careers in any aspect of broadcasting. Beacuse this was a regional event, we were able to talk with and distribute literature to a wide range of students from a several county area. In addition to face-to-face contact, we distributed dozens of job description leaflets and applications.	
Broadcast Outreach	All five radio stations broadcast an announcement every day soliciting organizations wishing to be added to our outreach list. They can reach us via fax, phone or email to be added to the list.	
Fall Career Festival and Graduate School Fair	On October 22nd, 2008, we sponsored the job fair at Black Hills State University. The effort was company-wide, but, of course, the scope was somewhat narrower because of the nature of the event. We were, nevertheless, able to advise students who inquired into the many career opportunities available in broadcasting. Again, in addition to personal contact with the students, we handed out application forms for employment when future position may come available.	