

DUHAMEL BROADCASTING EEO PUBLIC FILE REPORT (2007)

A. Full-Time Vacancies Filled During Past Year

1. Job Title:	Account Executive		Recruitment Source of Hire	South Dakota Broadcasters
2. Job Title:	Production Director		Recruitment Source of Hire	Employee Referral
3. Job Title:	Announcer		Recruitment Source of Hire	Employee Referral
4. Job Title:	Announcer		Recruitment Source of Hire	All Access
5. Job Title:	Traffic Operator		Recruitment Source of Hire	KOTA Radio
6. Job Title:	Announcer		Recruitment Source of Hire	One Stop Career Center
7. Job Title:	Sports Director		Recruitment Source of Hire	KOTATV.com
8. Job Title:	Newsperson		Recruitment Source of Hire	Unsolicited application
9. Job Title:	Announcer		Recruitment Source of Hire	Unsolicited application
10. Job Title:	Announcer		Recruitment Source of Hire	Unsolicited application
11. Job Title:	Account Executive		Recruitment Source of Hire	South Dakota Broadcasters

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, 11	7
One Stop Career Center	Jan Edwards	111 New York Street Rapid City, SD 57701	(605) 394-2306	1, 2, 8, 11	5
South Dakota Broadcaster Assn.	Marla Willard	Pierre, South Dakota	(605) 224-1034	1 through 11	7
KOTATV.com	John Petersen	518 St. Joseph Street Rapid City, SD 57701	(605) 342-2000	1 through 11	1
Media Line	Mark Shilstone	PO Box 51909 Pacific Grove, CA 93950	(800) 237-8073	3, 4, 6, 8, 9	
Wyoming Association of Broadcasters	Laura Grott	PO Box 1387 Cheyenne, Wyoming 82003	(307) 632-7622	1, 11	
Dakota/Lakota Journal	Ernestine Chasing-Hawk	PO Box 31 Flandreau, SD 57028	(605) 573-2684	1, 2, 8, 11	
Radio Online	Lisa Chase	3500 Tripp Avenue Amarillo, TX 79121	(800) 352-7503	3, 4, 6, 8, 9	
All Access	Joel Denver	28955 Pacific Coast Highway Ste. 210 Malibu, CA 90265	(310) 457-6616	2,3,4,6,7,8,9,10	3
University of South Dakota	Kate Bingen	Al Neuharth Media Center 205 Vermillion, SD 57069	(605) 677-5477	3, 4, 6	
Main Street Marketing	Tom Kay	4517 Minnetonka Blvd Ste. #104 Minneapolis, MN 55416	(952) 927-4487	3, 9, 10	
KOTA TV On Air	Fred Whitley	518 St. Joseph Street Rapid City, SD 57701	(605) 342-2000	1, 7, 8, 11	
KOTA Radio	Les Tuttle	518 St. Joseph Street Rapid City, SD 57701	(605) 342-2000	1 through 11	11
Job Fairs				1 through 11	6
Employee Referral and/or Unsolicited				1 through 11	12

**c. Total Number of persons Interviewed For All Full-Time Vacancies Filled
During The Past Year (this will be a raw number.)**

52

D. Outreached Activities

Shadow Program	The stations have allowed shadowing experience with three area high schools (RC Central, RC Stevens and Spearfish)
High School Tours	Throughout the reporting period tours were provided with area school classes expressing an interest in a radio career. Information was provided as to education requirements and skills needed for their particular area of interest.
Spring Career Festival	We participated in a college sponsored job fair at Black Hills State University. Once again 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 many students about the many career opportunities available in broadcasting. Again, in addition to personal contact with the students, we handed out dozens of job description leaflets and some application forms.
Black Hills Regional Job Fair	On March 21st, 2007 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. Because 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.
Fall Career Festival and Graduate School Fair	On October 24th, 2007, we participated in a college sponsored 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.