Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of October 1, 2023 through September 30, 2024

Job Title	Date Filled
On Air KUYY	10-23-23
On Air KUOO	01-02-24
On Air KUXX	5-30-24

Form Prepared By Wendy Hathaway Date _____

To be completed continuously as each vacancy is filled.

Place completed sheet in station's local public file and post on station's website.

List of Recruitment Sources Used to Fill Each Vacancy

Job Title On Air Morning Host Date Position Filled 05/30/2024

Source for Actual Hire Employee Referral

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Indeed Minnesota Broadcasters Association	See Attached Recruitment Sheet
South Dakota Broadcasters Association Sportscasters Talent Agency of America	

Form Prepared By Lisa Johnston Date _____

To be completed after each full time vacancy is filled.

Place completed sheet in station's local public file and post on station's website.

Attach copies of advertisements, bulletins, letters, emails faxes or other communication announcing vacancy. (These do not need to be posted in file)

List of Recruitment Sources Used to Fill Each Vacancy

Job Title On Air Morning Host - Jackson Date Position Filled 11/13/2023

Source for Actual Hire Indeed

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
All Access Indeed	See Attached
Iowa Broadcasters Association	

Form Prepared By Lisa Johnston Date _____

To be completed after each full time vacancy is filled.

Place completed sheet in station's local public file and post on station's website.

Attach copies of advertisements, bulletins, letters, emails faxes or other communication announcing vacancy. (These do not need to be posted in file)

9/17/2024

SpL-Spncr-Jksn

Agency Recruitment List

Agency Name	Address	Contact Name	Contact Email	Contact Phone	Contact Fax
All Access	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265			310-457-6616	310-457-8058
Minnesota Broadcasting Association	401 North 3rd St, Suite 370 Minneapolis, MN 55401	Tim Hyde	tim.hyde@minnesotabroadcasters.com	612-926-8123	
Indeed	www.indeed.com	N/A	N/A	1800-462-5842	
South Dakota Broadcasting Association	106 W Capital Box 1037 Pierre, SD 57501	Marla Willard	marla@willardandassociates.com	605-224-1034	
Iowa Broadcasters Association	PO Box 71186 Des Moines, IA 50325	Sue Toma	iowaiba@dwx.com	515-224-7234	515-224-6560
Sportscasters Talent Agency of America		Jon Chelesnik	jon@staatalent.com	949-648-7822	

Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of October 1, 2023 through September 30, 2024

Total Number of People Interviewed 9

Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
Work of Mouth	1
Sports Casters Talent Agency of America	2
Indeed	4
All Access	1
Iowa Broadcasters Association	1

Form Prepared By Wendy Hathaway Date 9-17-24

To be completed on the anniversary date of the renewal filing due date.

Use Tally of Interviewee Sources (Form 4) to complete.

Place completed sheet in station's local public file and post on station's website.

Summary of Supplemental Outreach Initiatives

Filing Period From October 1, 2023 to September 30, 2024

First Initiative: Training - Provision of Training to Management

Activities to fulfill initiative Office Managers, Owners and EEO Compliance Officer held our Annual Meeting at Corporate Office in Sioux Falls, SD.

Second Initiative: Training - Establishment of training programs for station personnel

Activities to fulfill initiative Kristen Summers attended RAB Leadership Master Class, training for individuals moving into or already in Mangement Roles

Form Prepared By: Wendy Hathaway Date: 9-17-24

To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

Use the Description of Supplemental Outreach Initiatives (Form 7) to complete.

Place completed sheet in station's local public file and post on station's website.

Summary of Supplemental Outreach Initiatives

Filing Period From October 1, 2023 to September 30, 2024

First Initiative: Community Events - Participation in events or programs sponsored by educational institutions

Activities to fulfill initiative Hope Haven brought in a group to tour the studios, met with on air staff and expained how the station equipment worked

Second Initiative: Job Fair - Co-Sponsoring Job Fair

Activities to fulfill initiative Co-Sponsored Job Fair with Spencer Chamber Annual Career Fair

Form Prepared By: Wendy Hathaway Date: 9-17-24

To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

Use the Description of Supplemental Outreach Initiatives (Form 7) to complete.

Place completed sheet in station's local public file and post on station's website.

Summary of Supplemental Outreach Initiatives

Filing Period From October 1, 2023 to September 30, 2024

First Initiative: Job Fair - Hosting of Job Fair

Activities to fulfill initiative Hosted a Job Fair Open House

Second Initiative: Training - Provision of training to management

Activities to fulfill initiative Owners and EEO Compliance Officer attended a webinar going over requirements under the FLSA final rules revision

Form Prepared By: Wendy Hathaway Date: 9-17-24

To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

Use the Description of Supplemental Outreach Initiatives (Form 7) to complete.

Place completed sheet in station's local public file and post on station's website.