

2019 EEO PUBLIC FILE REPORT

Employment Unit Covered

KKYA-FM, Yankton, South Dakota
KYNT-AM, Yankton, South Dakota
KDAM-FM, Yankton, South Dakota/ Hartington, Nebraska

Reporting Period

DECEMBER 1, 2018 TO NOVEMBER 30, 2019

Full - Time Vacancies Filled During Reporting Period

1	Job Title: Sales and Marketing / On Air position Recruitment Source:	DATE FILLED:	April 2019 Bryce Ladwig
----------	---	---------------------	-------------------------

Recruitment/Referral Sources Used to Seek Candidates for Sales and Marketing Positions

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
South Dakota Job Service	3113 Spruce St	Yankton, SD	57078
KYNT,KDAM & KKYA Radio	202 W 2nd Street	Yankton, SD	57078
Job Fair.works	400 N. Rowley	Mitchell, SD	57301
Walk in / Employee Reference	202 W. 2nd Street	Yankton, SD	57078

Total number of interviewees from all sources for this position: No applicants or interviews yet

South Dakota Job Service	3113 Spruce St	Yankton	57078
KYNT,KDAM,KKYA Radio	202 West 2nd Street	Yankton	57078
Job Fair.works	400 N. Rowley	Mitchell, SD	57301
Personal Reference	202 West 2nd Street	Yankton	57078
South Dakota Broadcasters	106 W. Capitol Ave #7	Pierre, SD	57501

Total Number of Interviewees for Sales Positions Vacancy During the Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Walk In/ Personal Referral	Curt Dykstra	202 W 2nd Street Yankton, SD 57078	605 665-7892	2
SD Dept of Labor Job Service	Online	3113 Spruce St Yankton, SD 57078	605 668-2900	1
KKYA & KYNT & KDAM Radio Ads	Curt Dykstra	202 W 2nd Street Yankton, SD 57078	605 665-7892	1
JOB FAIR .WORKS	Jesse Stroud	400 N. Rowley Mitchell, SD 57301	605 996-1490	0
South Dakota Broadcasters Website	Marla Willard	106 W. Capitol Ave #7 Pierre, SD 57501	605 224-1034	1

Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation and Location	Station Staff Involved
Training- Establishment of training for station personal designed to acquire skills for higher level positions.	Altonna, Iowa.... Iowa Broadcasting Association sales training, June 12 and 13, 2019 Various Sales speakers for sales staff training	Curt Dykstra, Bryce Ladwig Nicole Dvorak,
Participation in Career Day at Yankton Middle School	On September 20, 2019 Station employees attended a career day for 8th graders at Yankton Middle School. Riverfront employees discussed the different types of jobs in broadcasting and did hands on training with approximately 40 students	Curt Dykstra Scott Kooistra
South Dakota Broadcasters	Training for news and Sales staff at South Dakota Broadcasters Leadership Conference Journalism Speaker was Boyd Huppert - Sales Speaker was Chris Lytle August 16, 2019 at Hilton Garden Inn, Sioux Falls	Curt Dykstra, Scott Kooistra David Leonard, Nicole Dvorak Kristi Tacke, Bryce Ladwig
Summer Internship	Logan Haak participated in an internship with the radio stations from May 20, 2019 to August 10, 2018. Logan participated in the programming department	Curt Dykstra

Outreach Activities Performed During the Reporting Period (cont)

Initiative	Scope of Participation and Location	Station Staff Involved
Summer Internship	Brenna Becker participated in an internship with the radio stations from May 28, 2019 to August 19, 2018. Brenna participated in the sales department	Curt Dykstra
South Dakota Career Launch	Austin Solberg, is interested in a career in audio production, Austin was a part of the Career Launch SD, a no-cost resource that helps you explore education and career options to help increase earnings. Austin worked for most of 2019	Dave Leshner
Participation in Greater Yankton Living Job Fair	Local job fair with various companies in the Yankton Area, held May 21, 2019 Riverfront Broadcasting had a booth and promoted various full time and part time positions available	Curt Dykstra
Participation in Career Connection Workforce Event	Local job fair with companies promoting jobs and internships available Workforce Event was held at RTEC, Riverfront Broadcasting had a booth promoting career positions and internships available, held on Nov 6, 2019	Curt Dykstra Dave Leshner
Participation in Girls State at the University of South Dakota	American Legion founded this event that develops leadership skills, confidence and action-based understanding of government for young women. Riverfront spoke on May 30, 2019 to a group of about 30 young women. Discussed careers in broadcasting	Curt Dykstra, Dave Leshner Carolyn and Doyle Becker