

**DUHAMEL BROADCASTING (TV & RADIO) EEO PUBLIC FILE REPORT (Dec.1, 2010 thru Nov.30, 2011)**

A. Full-Time Vacancies Filled During Past Year						
1. Job Title:	Accountant			Recruitment Source of Hire	<a href="http://www.kotatv.com">www.kotatv.com</a>	
2. Job Title:	Radio Traffic Operator/Accounting			Recruitment Source of Hire	Black Hills Regional Job Fair	
3. Job Title:	Sheridan Bureau Reporter			Recruitment Source of Hire	<a href="http://TVJobs.com">TVJobs.com</a>	
4. Job Title:	TV Photographer			Recruitment Source of Hire	<a href="http://www.kotatv.com">www.kotatv.com</a>	
5. Job Title:	On-line Media Specialist			Recruitment Source of Hire	Robert Sharp & Associates	
6. Job Title:	General Assignment Reporter			Recruitment Source of Hire	<a href="http://TVJobs.com">TVJobs.com</a>	
7. Job Title:	Weekend Sports			Recruitment Source of Hire	<a href="http://TVJobs.com">TVJobs.com</a>	
8. Job Title:	Radio Account Executive			Recruitment Source of Hire	Radio Employee Referral	
9. Job Title:	Radio Production Director			Recruitment Source of Hire	Radio Employee Referral	
10. Job Title:	KQRQ Radio Program Director			Recruitment Source of Hire	Radio Employee Referral	

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

Sources	Contact	Address	telephone number	Email	Job Number Used For (from list above)	Number of Interviewees Referred
TVJobs.com	Mark Hollaway	P.O. Box 4116 Ocean View, California 92052	(760) 754-8177		3, 4, 6, 7	8
Rapid City Journal	Kris Frisk & Bradyn Crawford	507 Main St. Rapid City, South Dakota 57701	(605) 394-8300	<a href="mailto:Kris.Frisk@lee.com">Kris.Frisk@lee.com</a> <a href="mailto:Brandyn.Crawford@rapidcityjournal.com">Brandyn.Crawford@rapidcityjournal.com</a>	1, 2, 4, 5, 6, 8, 9, 10	2
One Stop Career Center	Jerome Wickersham	111 New York Street Rapid City, South Dakota 57701	605 394-1680	<a href="mailto:jerome.wickersham@state.sd.us">jerome.wickersham@state.sd.us</a>	1, 2, 8, 9, 10	
South Dakota Broadcaster Assn.	Marla Willard	Pierre, South Dakota	(605) 224-1034	<a href="http://marla@willardassociates.com">marla@willardassociates.com</a>	1, 3, 4, 6, 7, 9, 10, 11	
KOTATV.com	John Petersen	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000		1, 2, 3, 4, 5, 8, 9, 10	10
KOTA Employee Referral		518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000		1, 2, 3	3
KOTA, KQRQ, KDDX, KZZI and KZLK Radio	Ted Peiffer	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000		1, 2, 8, 9, 10	
KOTA TV On Air	Chris Seljeskog	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000		1, 2, 3, 7, 8, 9, 10,	1
Unsolicited Resume/Other	Teresa Hofer	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000		1, 2	
Media Line	Mark Shilstone	P.O. Box 51909 Pacific Grove, California 93950	(800) 237-8073		3, 7	
Black Hills Regional Job Fair	Julie Smith	PO Box 2098 Rapid City, South Dakota 57709	(605) 394-4034		1, 2	2
Fall Career Festival and Graduate School Fair	Eileen Thomas	1200 University St. - Unit 9002, Spearfish, South Dakota 57799	(605) 642-6277			
Wyoming Broadcasters Assoc. Website	Laura Grott	P.O. 1387 Cheyenne, Wyoming 82003	(307) 632-7622	<a href="mailto:grottski@aol.com">grottski@aol.com</a>	3, 7	
KDUH TV Employee Referral	Jerry Dishong	1523 First Avenue Scottsbluff, Nebraska 69361	(308) 632-3071			
University of South Dakota Journalism	Michelle Van Maanen	414 East Clark Street Vermillion, South Dakota 57069	(605) 677-5478		3, 4, 6, 7	
South Dakota State University Journalism	Jim Paulson	Yeager Hall 218 Brookings, South Dakota 57707	(605) 688-6512	<a href="mailto:james_paulson@sdstate.edu">james_paulson@sdstate.edu</a>	3, 6, 7	
St. Cloud State Journalism	Mark Mills	St. Cloud State University St. Cloud, Minnesota 56301	(320) 308-3293	<a href="mailto:mmills@stcloudstate.edu">mmills@stcloudstate.edu</a>	3, 4, 6, 7	
University of Wyoming Journalism	Mike Brown	Dept. 3904, 1000 E. University Ave. Laramie, Wyoming 82071	(307) 766-3122	<a href="mailto:MRBrown@uwyo.edu">MRBrown@uwyo.edu</a>	3, 6	
Black Hills State University Journalism	Dave Diamond	College of Arts and Sciences, BHSU Spearfish, South Dakota 57799	(605) 642-6750			
Chadron State College	Michael Kennedy	Chadron, Nebraska 69337	(308) 432-6047	<a href="mailto:mkenedy@csc.edu">mkenedy@csc.edu</a>	3, 6	

University of Nebraska-Lincoln Journalism	Rick Alloway	147 Andersen Hall Lincoln, Nebraska 68588-0443	(402) 472-6856			
University of South Dakota Journalism	Michelle Van Mannen	Neuharth Media Center Room 205 Vermillion, South Dakota 57069	(605) 677-5477			
Internal Posting	Teresa Hofer	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000		1, 2	
Sheridan Press		144 Grinnell St. Sheridan, Wyoming 82801	(307) 672-2431		3	
KSGW TV Employee Referral	Linda Howell	1671 Commercial Avenue Sheridan, Wyoming 82801	(307) 672-5335			
Syracuse University		197-87 Selover Road St. Albans, NY 11434	(718) 312-9048			
Emerson College	Dr. Marsha Della-Giustina	120 Boylston Street Boston, MA 02116	(617)824-8807			
LocalNewsJobs.com	Harrison Hove		(904) 571-4383	<a href="mailto:locaTVNewsjobs@gmail.com">locaTVNewsjobs@gmail.com</a>	6	
Radio Online	Lisa Chase	3500 Tripp Avenue Amarillo, Texas 79121	(800) 352-7503			
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210 Malibu, California 90265	(310) 457-6616			
Main Street Marketing	Tom Kay	4517 Minnetonka Boulevard, Suite 104 Minneapolis, Minnesota 55416	(952) 927-4487			
Northern Hills One Stop Job Center	Clyde Schwarting	1300 North Avenue Spearfish, South Dakota 57783	(605) 394-8300			
South Dakota School of Mines & Technology	Cindy Christensen	501 East St. Joseph Street Rapid City, South Dakota 57701	(718) 312-9048			
KOTA, KQRQ, KDDX, KZZI and KZLK Radio Employee Referral	Ted Peiffer	518 St. Joseph Street Rapid City, South Dakota 57701	(605) 342-2000		8, 9, 10	3
Concordia College	Don Rice	901 8th St. South Moorhead, MN 56562	(218) 299-4000	<a href="mailto:drice@cord.edu">drice@cord.edu</a>	7	
Robert Sharp & Associates	Robert Sharp	3615 Canyon Lake Dr. Rapid City, SD 57702	(605) 341-5226		5	1
<b>C. Total Number of persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number.)</b>						<b>30</b>
<b>D. Outreached Activities</b>						
Broadcast Outreach	Duhamel Broadcasting Enterprises TV station broadcasts an on-air announcement several times during the month seeking the help of organizations to refer qualified applicants to our station. These organizations can receive information about job openings by fax or thru our website. The EOE spot ran 356 times during the year. Duhamel Broadcasting Enterprises radio station group also air announcements several times during the month also seeking the help of organizations to refer its qualified candidates. During this period it aired 1,200 EOE Spots.					
Internship Program	The stations maintains an internship program during the reporting period with local colleges that offer broadcasting/journalism courses. KOTA TV News had three unpaid summer interns: Jenna Petrak, Chamberlain, SD; Kyle Grubb, Belle Fourche, SD; and Justin Hansen, Richmond, MN. All were broadcast journalism students in their second semester of their junior year at South Dakota State University. All were recruited from a January 2011 student intern fair organized by the journalism Department at SDSU. Recruitment outreach was from South Dakota State University, University of South Dakota, St. Cloud State University, University of Wyoming, Chadron State College, University of Minnesota, South Dakota Broadcaster Association and KOTATV.com					
High School Tours	Throughout the reporting period, high school students expressing an interest in broadcasting were provided 9 hours of the television station and information regarding job opportunities and educational requirements for them.					
SDSU Journalism Student Job Fair	On January 21, 2011 Duhamel Broadcasting participated in this Career Fair in the Student Union Center on the Black Hills State University campus. This event cover career and employment choices as well as work and professional issues. Later in the day a second Career Fair covering the same topics was held on the South Dakota School of Mines Campus in Rapid City.					
Black Hills Regional Job Fair	During March 09, 2011, Duhamel Broadcasting Enterprises participated in the 13th Annual Black Hills Job Fair as part of its outreach program. During the fair we distributed fact sheets for each of the company's departments and also collected resumes from prospective employees and interns. We handed out sheets with job descriptions and played a DVD explaining those job descriptions. We handed out 13 applications and received 32 resumes. These resumes were forwarded to the appropriate departments. During the fair, our exhibit was manned by eleven company representatives throughout the day.					
Black Hills State University Part-time Job Fair	During September 1, 2011; Duhamel Broadcasting Enterprises radio as well as Western South Dakota Broadcasting participated in the BHSU Part-time job fair on the campus of Black Hills State University. During the fair we distributed fact sheets about the company and its prospective openings to possible new employees and interns. We handed out sheets with job description. We spoke to 30 potential applicants during that job fair.					
Fall Career Festival and Graduate School Fair	On November 2, 2011, Duhamel Broadcasting Enterprises participated in the 2011 Fall Career Fair. We aired 273 on air promotions of the event on television as well as 200 on radio. This events was held at the Young Center Field House on BHSU campus. During the fair we distributed fact sheets for each company's department and also collected resumes from prospective employees and interns. We handed out sheets with job descriptions as also played a DVD explaining those job description. Applications were handed out applications and resumes were forwarded to the appropriate departments. During the fair, our exhibit was manned by five company managers. They answered questions participants had at the job fair.					