

**Rapid Broadcasting Company  
2019 EEO Report**

<b>Position</b>	<b>Source 1</b>	<b>Source 2</b>	<b>Source 3</b>	<b>Source 4</b>	<b>Source 5</b>	<b>Source 6</b>	<b>Source 7</b>	<b>Source 8</b>	<b>Source 9</b>	<b>Source 10</b>	<b>Source 11</b>	<b>Source 12</b>	<b>Source 13</b>
<b>Sales Account Executive</b>													
Interviewed	1								10				
Hired - 12/3/2018									1				
<b>Digital Coordinator</b>													
Interviewed									4				
Hired - 12/4/2018									1				
<b>Traffic Coordinator</b>													
Interviewed									7				
Hired - 12/10/2018									1				
<b>Director/Master Control Operator</b>													
Interviewed	5												
Hired - 12/11/2018	1												
<b>Digital Coordinator</b>													
Interviewed									5				
Hired - 1/2/2019									1				
<b>Digital Assistant</b>													
Interviewed									7				
Hired - 1/16/2019									1				
<b>Digital Coordinator</b>													
Interviewed									5				
Hired - 1/28/2019									1				
<b>Master Control/Production Assistant</b>													
Interviewed	2												
Hired - 2/27/2019	1												
<b>News Producer</b>													
Interviewed									3				
Hired - 4/1/2019									1				
<b>Digital Coordinator</b>													
Interviewed									3				
Hired - 4/15/2019									1				
<b>Master Control/Production Assistant</b>													
Interviewed											1		
Hired - 5/21/2019											1		
<b>Reporter</b>													
Interviewed									3	2			
Hired - 5/31/2019										1			
<b>Sales Account Executive</b>													
Interviewed									5		2		
Hired - 6/5/2019									1				
<b>Traffic Coordinator</b>													
Interviewed									1				
Hired - 7/1/2019									1				

<b>Meteorologist/Reporter</b>												
Interviewed											2	
Hired - 8/5/2019											1	
<b>Master Control/Production Assistant</b>												
Interviewed												3
Hired - 8/8/2019												1
<b>Master Control/Production Assistant</b>												
Interviewed												1
Hired - 9/3/2019												1
<b>Digital Content Producer</b>												
Interviewed												5
Hired - 10/3/2019												1
<b>Reporter</b>												
Interviewed												2
Hired - 10/15/2019												1
<b>Marketing &amp; Sales Consultant</b>												
Interviewed												5
Hired - 11/20/2019												1
<b>Marketing &amp; Sales Consultant</b>												
Interviewed												6
Hired - 11/25/2019												1

**Sources**

1. Facebook, Inc.
2. Black Hills Regional Job Fair
3. [www.newscenter1.tv](http://www.newscenter1.tv)
4. TV Jobs
5. MediaLine
6. Black Hills Help Wanted
7. Internal Application
8. Rapid City Job Service Office
9. Indeed, Inc.
10. Walk In Application
11. Employee Referral
12. MyMediaJobs.com
13. LinkedIn Corporation

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Menlo Park, CA  
 Rapid City, SD  
 Rapid City, SD  
 Oceanside, CA  
 Pacific Grove, CA  
 Lagrangeville, NY  
 Rapid City, SD  
 Rapid City, SD  
 Austin, TX  
 Rapid City, SD  
 Rapid City, SD  
 West Des Moines, IA  
 Sunnyvale, CA

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[www.linkedin.com](http://www.linkedin.com)

**2019 KNBN Narrative  
EEO Recruitment Efforts**

Broadcast Outreach	KNBN's recruitment efforts are designed to reach all interested applicants, regardless of race, sex or religion. We believe we achieve broad outreach by advertising and recruiting in both traditional and non-traditional venues.
College/Universities	In an effort to promote outreach generally we seek students, including minority and female candidates through online programs at South Dakota School of Mines and Technology.
Online Websites	Our online recruiting is not limited to colleges and universities. We also post jobs on facebook.com, tvjobs.com, medialine.com, indeed.com, mymediajobs.com, linkedin.com, and on our own website, newscenter1.tv.
South Dakota Job Service	To ensure broad outreach to those who may not have computer access, we also advertise via television on KNBN, KKRA, and KWBH and list openings with South Dakota's Job Service.
Training Programs	Management level employees are engaged in an ongoing training program through the human resources department. Anti-discrimination has been discussed and reviewed in regards to pre-employment advertising, interviewing, training, supervising, and is included in our policies and procedures.
Outreach Activities	Accordingly, we utilize at least three of the Commission's specified outreach activities: An internship program; training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions; and management level training designed to ensure equal opportunity and prevent discrimination.