

**Rapid Broadcasting Company
2020 EEO Report**

| Position | Source 1 | Source 2 | Source 3 | Source 4 | Source 5 | Source 6 | Source 7 | Source 8 | Source 9 | Source 10 | Source 11 | Source 12 | Source 13 |
|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|
| Master Control/Production Assistant | | | | | | | | | | | | | |
| Interviewed | | | | | | | | | 2 | | | | |
| Hired - 1/6/2020 | | | | | | | | | 1 | | | | |
| Graphic Designer | | | | | | | | | | | | | |
| Interviewed | | | 1 | | | | | | 5 | | | | |
| Hired - 2/10/2020 | | | | | | | | | 1 | | | | |
| Multimedia Journalist | | | | | | | | | | | | | |
| Interviewed | | | | | | | | | 3 | | | | |
| Hired - 2/24/2020 | | | | | | | | | 1 | | | | |
| Multimedia Journalist/Technical Director | | | | | | | | | | | | | |
| Interviewed | | | | | | | | 1 | 4 | | | | |
| Hired - 3/9/2020 | | | | | | | | | 1 | | | | |
| Production Assistant/Digital Content Producer | | | | | | | | | | | | | |
| Interviewed | | | | | | | | | 1 | | | | |
| Hired - 5/26/2020 | | | | | | | | | 1 | | | | |
| Creative Services Producer | | | | | | | | | | | | | |
| Interviewed | | | | | | | 3 | | 2 | | | | |
| Hired - 7/15/2020 | | | | | | | | | 1 | | | | |
| Multimedia Meteorologist | | | | | | | | | | | | | |
| Interviewed | | | 1 | | | | | | | | | | |
| Hired - 8/17/2020 | | | 1 | | | | | | | | | | |
| TV & Digital Traffic Coordinator | | | | | | | | | | | | | |
| Interviewed | | | | | | | | | 9 | | | | |
| Hired - 9/10/2020 | | | | | | | | | 1 | | | | |
| Multimedia Journalist | | | | | | | | | | | | | |
| Interviewed | | | | | | | | | 1 | | | | |
| Hired - 11/5/2020 | | | | | | | | | 1 | | | | |

Sources

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|---|--|---------------------|--|------------------------|
| 1. Facebook, Inc. | | Menlo Park, CA | www.facebook.com | |
| 2. Black Hills Regional Job Fair | PO Box 2098 | Rapid City, SD | Peggy Schlechter | 605-394-1722 |
| 3. www.newscenter1.tv | PO Box 9549 | Rapid City, SD | Sondra Bray | 605-355-0024 Ext. 48 |
| 4. TV Jobs | PO Box 4116 | Oceanside, CA | info@tvjobs.com | 760-754-8177 |
| 5. MediaLine | PO Box 51909 | Pacific Grove, CA | medialine@medialine.com | |
| 6. Black Hills Help Wanted | 1085 Route 55, Unit 14 | Lagrangeville, NY | Maureen Daley | 800-365-8630 Ext. 9002 |
| 7. Internal Application | PO Box 9549 | Rapid City, SD | Sondra Bray | 605-355-0024 Ext. 48 |
| 8. South Dakota Job Service | 2330 N. Maple Avenue, Suite 1 | Rapid City, SD | Jerome Wickersham | 605-394-2296 |
| 9. Indeed, Inc. | 7501 N. Capital of Texas Hwy., Bldg. B | Austin, TX | www.indeed.com | |
| 10. Walk In Application | PO Box 9549 | Rapid City, SD | Sondra Bray | 605-355-0024 Ext. 48 |
| 11. Employee Referral | PO Box 9549 | Rapid City, SD | Sondra Bray | 605-355-0024 Ext. 48 |
| 12. MyMediaJobs.com | PO Box 65967 | West Des Moines, IA | mymediajobs.com | 515-224-3904 |
| 13. LinkedIn Corporation | | Sunnyvale, CA | www.linkedin.com | |

**2020 KNBN Narrative
EEO Recruitment Efforts**

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|--------------------------|--|
| 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. |