

**Rapid Broadcasting Company
2021 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
Accounting Manager													
Interviewed								1					
Hired - 5/10/2021								1					
Creative Services Producer													
Interviewed									2		1		
Hired - 8/19/21											1		
Production Assistant/Master Control													
Interviewed									2				
Hired - 5/17/21									1				
Meteorologist/Multimedia Journalist													
Interviewed										1			
Hired - 9/13/21										1			
Multimedia Journalist													
Interviewed									1				
Hired - 8/23/21									1				
Master Control/Production Assistant													
Interviewed									1				
Hired - 1/21/21									1				
Creative Services Producer													
Interviewed									1				
Hired - 5/10/21									1				
Administrative Assistant													
Interviewed									2				
Hired - 8/19/21									1				
Morning Producer/Anchor													
Interviewed									1				
Hired - 9/27/21									1				
Creative Services/Production													
Interviewed									1				
Hired - 7/14/21									1				
Marketing & Promotions Manager													
Interviewed									10				
Hired - 10/29/21									1				
Sales Representative													
Interviewed			2						13				
Hired - 11/15/21									1				

Sources

- 1. Facebook, Inc.
- 2. Black Hills Regional Job Fair
- 3. www.newscenter1.tv

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PO Box 9549

Menlo Park, CA
Rapid City, SD
Rapid City, SD

www.facebook.com
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605-394-1722
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4. TV Jobs
5. MediaLine
6. Black Hills Help Wanted
7. Internal Application
8. South Dakota Job Service
9. Indeed, Inc.
10. Walk In Application
11. Employee Referral
12. MyMediaJobs.com
13. LinkedIn Corporation

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 PO Box 51909
 1085 Route 55, Unit 14
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 2330 N. Maple Avenue, Suite 1
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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
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**2021 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.
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.
Outreach Activities - Internship Program	KNBN offers internships to students at local colleges and universities to enable those students to acquire the skills necessary to obtain jobs in the broadcast industry. During 2021, KNBN offered an internship to one local student, although that student was forced to withdraw just before starting her internship.
Outreach Activities - Training Programs	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Employees are given opportunity to train for higher level positions within their current department. We also train employees in other departments giving them versatility and opportunities in a second department.
Training Programs - Management Training	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.