

**Rapid Broadcasting Company
2022 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
Key Account Coordinator													
Interviewed									9				
Hired - 1/24/22									1				
Traffic Coordinator													
Interviewed									3				
Hired - 2/21/22									1				
Videographer/Editor													
Interviewed									3				
Hired - 3/11/22									1				
Master Control/Production Editor/Production Assistant													
Interviewed									1				
Hired - 2/9/22									1				
Digital Content Manager													
Interviewed									2				
Hired - 3/16/22									1				
Multimedia Journalist													
Interviewed									5				
Hired - 4/4/22									1				
Traffic Coordinator													
Interviewed									2				
Hired - 4/6/22									1				
Production and Digital Assistant													
Interviewed									4				
Hired - 5/23/22									1				
Multimedia Journalist													
Interviewed									4				
Hired - 5/23/22									2				
Digital Account Executive													
Interviewed									4				
Hired - 6/6/22									1				
Marketing Strategist													
Interviewed									1				
Hired - 8/1/22									1				
Sales Account Executive													
Interviewed											1		
Hired - 6/27/22											1		
Multimedia Meteorologist													
Interviewed									2	1			
Hired - 7/18/22									0	1			
Key Account Coordinator													
Interviewed									5				
Hired - 6/13/22									1				
Production Assistant													
Interviewed											1		

Hired - 6/13/22														1		
Marketing/Advertising Specialist																
Interviewed														1		
Hired - 6/15/22														1		
Digital Content Producer																
Interviewed														1		
Hired - 9/12/2022														1		
Prod Assoc/Digital Content Aggregator																
Interviewed														2		
Hired - 10/17/2022														1		
Creative Services Producer																
Interviewed														5		
Hired - 10/18/2022														1		
Connect Now Agency Manager																
Interviewed														1	1	
Hired - 10/31/2022															1	
Digital Fulfillment Coordinator																
Interviewed														2		
Hired - 11/21/2022														1		
Director of External Affairs and Government Relations																
Interviewed															1	
Hired - 11/28/2022															1	

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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 | Jo Anne Shaffer | 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 | Jo Anne Shaffer | 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 | Jo Anne Shaffer | 605-355-0024 Ext. 48 |
| 11. Employee Referral | PO Box 9549 | | Rapid City, SD | Jo Anne Shaffer | 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 | |

**2022 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.
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.