

**Station Employment Unit Consisting of Radio Stations:
KGFX-AM, KGFX-FM, KJBI-FM, KMLO-FM, KOLY-AM, KOLY-FM, KPLO-FM
Licensed to James River Broadcasting, Inc.**

December 1, 2021 to November 30, 2022

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Online Classifieds	An online classified advertisement ran regarding announcer position and benefits available.
2	Radio Announcements	Stations of the Employment Unit ran announcements targeted to groups and organizations requesting that they notify the station(s) if they wish to be notified when employment positions are available.
3	National Association of Farm Broadcasting	Farm Director Jody Heemstra, attended the National Association of Farm Broadcasting annual meeting in Kansas City. She spoke with student members of NAFB regarding careers in radio.
4	FFA Convention	Farm News Director Jody Heemstra participated in the fall FFA project contests event to assist and critique the Ag Broadcasting segment.
5	Junior Achievement Board & Mentor	Sales & Digital Manager serves on the local board of directors of Junior Achievement to help teach local youth about entrepreneurial opportunities as well as employment opportunities in the field of broadcasting.
6	Radio Advertising Bureau Membership & Participation	Participation through RAB providing staff training on Recruiting/Maintaining Multi-Generational Workforce.
7	National Association of Broadcasters Membership & Participation	Podcasts and On Demand Webcasts for staff to engage employees.

8	TF Riggs High School Careers & Employability Class	News Director Jody Heemstra, announcer Dave Williams and Sales Manager John Sterling attended the class to discuss the radio industry and job opportunities. Classroom teacher also asked them to cover best interview practices.
9	2022 T. F. Riggs High School Post-High Planning & Career Fair	Multiple announcers and sales manager attended the Career Fair to explain broadcast career options including engineering. Gave students an opportunity to record station liners for experience.
10	High School Senior Job Shadows	Two local high school seniors shadowed in our studios for a day to experience the day to day work experiences required.

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II. Master Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification? (YES/NO)	Number of Interviewees Referred by RS over Reporting Period
1.	On-Air KGFX AM/FM, KJBI FM, KMLO FM, KOLY AM/FM, KPLO FM 214 West Pleasant Drive Pierre, SD 57501 118 Third Street East Mobridge, SD 57601	No	
2.	South Dakota Broadcasters Assn. 106 West Capitol Avenue Pierre, SD 57501	No	1
3.	www.allaccess.com	No	4
4.	Internal Posting 214 West Pleasant Drive Pierre, SD 57501 118 Third Street East Mobridge, SD 57601	No	
5	Northeast Community College Brian Anderson 801 East Benjamin Ave. Norfolk, NE 68701	No	

TOTAL INTERVIEWEES OVER REPORTING PERIOD: 5
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EEO PUBLIC FILE REPORT

I. Vacancy List

See Section II, the "Master Recruitment Source List" (MRSL), for recruitment source data.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales- Pierre Office	All Access South Dakota Broadcasters Association (SDBA) On Air Announcements Internal Posting	Not yet filled.
Announcer-with Play by Play Ability Pierre Office	All Access South Dakota Broadcasters Association (SDBA) Northeast Community College	All Access
Operations Manager/Programming Dir	All Access South Dakota Broadcasters Association (SDBA) Internal Posting	SDBA
Traffic Director/Receptionist	South Dakota Broadcasters Association (SDBA) On Air Announcements	Not yet filled.