Rapid Broadcasting Company 2023 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	e 13 Source 1
Local Sales Manager													
Interviewed										1			
Hired - 1/92023										1			
Marketing & Sales Consultant		•	•	•		•							•
Interviewed									3				
Hired - 2/13/2023									1				
Multimedia Journalist			•	•		•				•	•	'	•
Interviewed										1			
Hired - 2/27/2023										1			
Digital Content Producer		*		•	!		!				,	'	
Interviewed									1				
Hired - 4/6/2023									1				
Creative Services Producer		II.	I.			I.	l					J	
Interviewed									2				
Hired - 5/1/2023									1				
Digital Fulfillment Coordinator													
Interviewed									1				
Hired - 5/3/2023									1				
Multimedia Journalist		1	I.		1	I.	1	, l		1	1	<u> </u>	1
Interviewed										2	2		
Hired - 5/16/2023										1			
Meteorologist/Multimedia Journalist		1	ı		I.	ı	l	1			-1	l l	I
Interviewed										1			
Hired - 5/24/2023										1			
Sales & Marketing Consultant		1	l		I.	I	l	1			-1	l l	I
Interviewed									1				
Hired - 5/31/2023									1				
Graphic Designer		1	I.	1	I	I.					1	l l	I
Interviewed									4				
Hired -5/24/23									1				
Local Marketing Consultant		1	ı		I.	ı	l	1			-1	l l	I
Interviewed											1		
Hired - 8/21/23											1		
Local Marketing Consultant		1	l .		1	I.	1	ı l		1	1	<u> </u>	I
Interviewed									15		1		
Hired - 10/23/23									1				
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Interviewed													
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1. Facebook, Inc.					Menlo Park, CA <u>www.facebook.com</u>								
Black Hills Regional Job Fair	PO B	PO Box 2098			Rapid City, SD Peggy Schlechter		605-394-1722						
3. www.newscenter1.tv	PO B	ox 9549			Rapid City,	SD	Jo Anne S	Shaffer	605-355-00	024 Ext. 48			
3. www.newscenter1.tv4. TV Jobs	PO B PO B	ox 9549 ox 4116			Rapid City, Oceanside	SD , CA	Jo Anne S info@tvjok	Shaffer os.com	605-355-00 760-754-8	024 Ext. 48			
3. www.newscenter1.tv4. TV Jobs5. MediaLine	PO B PO B PO B	ox 9549 ox 4116 ox 51909			Rapid City, Oceanside Pacific Gro	SD , CA ve, CA	Jo Anne S info@tvjok medialine	Shaffer os.com @medialine	605-355-00 760-754-81 .com	024 Ext. 48 177			
 3. www.newscenter1.tv 4. TV Jobs 5. MediaLine 6. Black Hills Help Wanted 	PO B PO B PO B 1085	ox 9549 ox 4116 ox 51909 Route 55, Unit	14		Rapid City, Oceanside Pacific Gro Lagrangev	SD , CA ve, CA ille, NY	Jo Anne S info@tvjob medialine Maureen I	Shaffer os.com @medialine Daley	605-355-00 760-754-87 .com 800-365-86	024 Ext. 48 177 630 Ext. 900	2		
 3. www.newscenter1.tv 4. TV Jobs 5. MediaLine 6. Black Hills Help Wanted 7. Internal Application 	PO B PO B PO B 1085 PO B	ox 9549 ox 4116 ox 51909 Route 55, Unit ox 9549			Rapid City, Oceanside Pacific Gro Lagrangev Rapid City,	SD , CA ve, CA ille, NY SD	Jo Anne S info@tvjob medialine Maureen I Jo Anne S	Shaffer os.com @medialine Daley Shaffer	605-355-00 760-754-87 .com 800-365-86 605-355-00	024 Ext. 48 177 630 Ext. 900 024 Ext. 48	2		
 3. www.newscenter1.tv 4. TV Jobs 5. MediaLine 6. Black Hills Help Wanted 7. Internal Application 8. South Dakota Job Service 	PO B PO B PO B 1085 PO B 2330	ox 9549 ox 4116 ox 51909 Route 55, Unit ox 9549 N. Maple Avent	ue, Suite 1		Rapid City, Oceanside Pacific Gro Lagrangev Rapid City, Rapid City,	SD , CA ve, CA ille, NY SD SD	Jo Anne S info@tvjob medialine Maureen I Jo Anne S Jerome W	Shaffer os.com @medialine Daley Shaffer Vickersham	605-355-00 760-754-87 .com 800-365-86	024 Ext. 48 177 630 Ext. 900 024 Ext. 48	2		
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2023 KNBN Narrative

EEO Recrui	tment 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.