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 13	Source 14
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															
	Interviewed									2					
	Hired - 5/1/2023									1					
Digital Fulfillment Coordinator															
	Interviewed									1					
	Hired - 5/3/2023									1					
Multimedia Journalist															
	Interviewed										2				
	Hired - 5/16/2023										1				
Meteorologist/Multimedia Journalist															
	Interviewed										1				
	Hired - 5/24/2023										1				
Sales & Marketing Consultant															
	Interviewed									1					
	Hired - 5/31/2023									1					
Graphic Designer															
	Interviewed									4					
	Hired -5/24/23									1					
Local Marketing Consultant															
	Interviewed											1			
	Hired - 8/21/23											1			
Local Marketing Consultant															
	Interviewed									15		1			
	Hired - 10/23/23									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	
14. Journalism Jobs.com			contact@journalismjob	510-508-7386

2023 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.
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.