

**Rapid Broadcasting Company  
2018 EEO Report**

<b>Position</b>	<b>Source 1</b>	<b>Source 2</b>	<b>Source 3</b>	<b>Source 4</b>	<b>Source 5</b>	<b>Source 6</b>	<b>Source 7</b>	<b>Source 8</b>	<b>Source 9</b>	<b>Source 10</b>	<b>Source 11</b>	<b>Source 12</b>
<b>Anchor/Producer</b>												
Interviewed				1								
Hired				1								
<b>Creative Services Producer</b>												
Interviewed									3			
Hired									1			
<b>Morning Show Director</b>												
Interviewed										1		
Hired										1		
<b>Meteorologist/Reporter</b>												
Interviewed												1
Hired												1
<b>Meteorologist/Reporter</b>												
Interviewed			1									
Hired			1									
<b>Morning Anchor/Reporter</b>												
Interviewed			2	1					2			1
Hired			1									
<b>Director/Master Control Operator</b>												
Interviewed										1		
Hired										1		
<b>Master Control/Production Assistant</b>												
Interviewed			1									
Hired			1									
<b>Traffic Coordinator</b>												
Interviewed			1						7			
Hired			1									
<b>Reporter</b>												
Interviewed										1		
Hired										1		
<b>Production Assistant/News Script Editor</b>												
Interviewed										1		
Hired										1		
<b>Sales Account Executive</b>												
Interviewed									10			
Hired									1			

**Sources**

1. Rapid City Journal	507 Main Street	Rapid City, SD	Tiffany Hunt	605-394-8320
2. Black Hills Regional Job Fair	PO Box 2098	Rapid City, SD	Peggy Schlechter	605-394-1722
3. <a href="http://www.newscenter1.tv">www.newscenter1.tv</a>	PO Box 9549	Rapid City, SD	Sondra Bray	605-355-0024 Ext. 48
4. TV Jobs	PO Box 4116	Oceanside, CA	<a href="mailto:info@tvjobs.com">info@tvjobs.com</a>	760-754-8177
5. MediaLine	PO Box 51909	Pacific Grove, CA	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	
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	Sondra Bray	605-355-0024 Ext. 48
8. Rapid City Job Service Office	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	<a href="http://www.indeed.com">www.indeed.com</a>	
10. Walk In Application	PO Box 9549	Rapid City, SD	Sondra Bray	605-355-0024 Ext. 48
11. Employee Referral	PO Box 9549	Rapid City, SD	Sondra Bray	605-355-0024 Ext. 48
12. MyMediaJobs.com	PO Box 65967	West Des Moines, IA	<a href="http://mymediajobs.com">mymediajobs.com</a>	515-224-3904

**2018 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 tvjobs.com, medialine.com, indeed.com, mymediajobs.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.