

**KYBB(FM), KIKN-FM, KKLS-FM, KMXC(FM), KSOO(AM), KXRB(AM),
KSOO-FM, and KDEZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2008 – November 30, 2009**

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
Account Executive	2-12, 14, 16-17	14
Traffic/Receptionist	1-12, 14, 15-17, 20	15
Traffic/Receptionist	1-12, 14, 16-17, 20	1

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	On-Air Announcements (all SEU stations)	No	6
2	Argus Leader Classifieds Attn. Lori Intveld P. O. Box 5034 Sioux Falls, SD 57108	No	0
3	Main Street Marketing (for programming talent) Attn. Tom Kay 4517 Minnetonka Blvd. MPLS, MN 55416	No	0
4	SD Broadcasters Association Attn. Steve Willard P. O. Box 1037 Pierre, SD 57501	No	0
5	Augustana Career Center Attn. Sandi Vietor 2001 S. Summit Ave. Sioux Falls, SD 57197	No	0
6	Univ. of Sioux Falls Career Center Attn. Mark Patterson 1101 W. 22 nd Street Sioux Falls, SD 57105	No	0
7	Univ. of South Dakota Career Development Center Attn. Keley Smith-Keller 414 E. Clark Vermillion, SD 57069	No	0
8	South Dakota State Univ. Career Center Attn. Carey Kilmer 1047 Medary Ave. Brookings, SD 57007-0298	No	0
9	Southeast Technical Institute Career Center Attn. Butch Reinesch 2320 N. Career Ave. Sioux Falls, SD 57107	No	0
10	Univ. of South Dakota Attn. Dr. Mary Jones 2205 Career Ave. Sioux Falls, SD 57107	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	South Dakota State Univ. Dr. Sharon Sopko 2205 Career Ave. Sioux Falls, SD 57107	No	0
12	Dakota State Univ. Attn. Dr. Peg O'Brien 2205 Career Ave. Sioux Falls, SD 57107	No	0
13	Allaccess.com Attn. Joel Denver	No	0
14	Word-of-Mouth Referral	No	2
15	Internal Promotion/Transfer	No	1
16	Station Website Posting (all SEU stations)	No	2
17	Cumulusjobs.com	No	2
18	South Dakota State Univ. Job Fair (See Section III)	No	0
19	South Dakota Veteran's Job Fair (See Section III)	No	0
20	Ohio Center for Broadcasting Attn: Joe Kelly 5330 E. Main St. Suite 200, Columbus, OH 43213, phone 614-245-0555 placement.columbus@beonair.com	Yes (2/9/09)	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On December 5, 2008, this SEU participated in the South Dakota State University Journalism Department Internship and Job Fair at Yeager Hall, in Brookings, South Dakota. Station participants included one SEU Sales Manager who provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.
2	Participate in Job Fair	On January, 21, 2009, this SEU participated in the 2009 New Year, New Career Fair at the Empire Mall in Sioux Falls. This event was promoted on all stations in the SEU. SEU participants included one SEU Sales Manager who manned the Cumulus booth and provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.
3	Participate in Job Fair	On March 18, 2009, this SEU participated in the Network 2008 Disability Expo at the Ramkota Exhibit Hall in Sioux Falls. This Event was promoted on all stations in the SEU. SEU participants included one SEU Sales Manager who manned the Cumulus booth and provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.
4	Spring – Summer Internship	SEU sales intern from the University of Sioux Falls for nine weeks June – August, 2009, two days per week 9am – 12 noon. Intern under the supervision of one SEU Sales Manager. Duties included research and copy writing.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Participate in Job Fair	On August 12, 2009, this SEU participated in the South Dakota Veteran's Job Fair at the Sioux Falls Veterans of Foreign Wars Post #628. This Fair was promoted on all stations in the SEU. SEU participants included one of our Sales Managers. He provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.
6	Participate in event/program sponsored by or on behalf of educational institution relating to careers in broadcasting	On October 22, 2009, SEU Market Manager was the guest speaker at the 2009 Enterprise Institute 2009 Innovation Expo at the Ramkota Hotel and Conference Center in Sioux Falls, SD. He presented information about the field of broadcasting in general with a focus on the marketing and advertising aspects of broadcasting.
7	Participate in Job Fair	On October 15, 2009 this SEU participated in the University of South Dakota Career Development Center's Career Fair at the USD Muenster University Center Ballroom. Station participants included one SEU Sales Manager who provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.