

KJAM AM/FM  
**EEO PUBLIC FILE REPORT**  
**11/21-2010-11-20-2011**

**i. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

	Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
1	General Manager	14	14
2	Account Executive	1 , 5	5
3	Account Executive	1 , 3, 5, 12	5
4	Play-by-Play Announcer	3 , 6, 11	6
5	News Director	6 , 5	5

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12month period
1	SD Dept of Labor, Madison	No	6
2	Sportscastingjobs.com	No	
3	KJAM AM/FM	No	2
4	<a href="http://www.amazingmadison.com">www.amazingmadison.com</a>	no	
5	Employee Referral	No	1
6	Allaccess.com	No	37
7	University of SD		
8	Augustana College		
9	SDSU Cap Center		
10	Brown College, Mpls	Yes	
11	<a href="http://www.sdba.com">www.sdba.com</a>	no	3
12	Dakota State University	Yes	1
13	Nebraska Broadcasters, marty@ne-ba.org	no	
14	RBR, www.rbr.com	no	1

TOTAL INTERVIEWEES OVER 12-MONTH PERIOD

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**III. RECRUITMENT INITIATIVES**

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1 Spoke to Community Group	General Manager, Kurt Luchs gave a tour and talked about all aspects of radio to the Chamber Leadership Madison Groups.
2 Station Tour	Matt Hendrickson gave a tour to a Boy Scout Troop so they could earn their communications badge. He walked through the whole process and all the aspects of radio.
3 Programmers Training	Matt Groce and Peg Nordling attended a Programmer's Seminar in Lincoln Nebraska. How to use Social Media to enhance Radio and the tools to do it.
4 Management/Sales Training	General Manager, Peg Nordling and Sales Coordinator Joyce Hyland attended meetings which included sales training and saleslist management. Peg Nordling gave a tour to a group of residents from ECCO in Madison. They shown all the different jobs available in radio and how each of them differ.
5 Station Tour	