

**EEO PUBLIC FILE REPORT**

December 1, 2008 - November 30, 2009

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

**A. Full-time Vacancies Filled During Past Year**

1.	Job Title:	Sales Manager/Account Executive	Date Filled:	1/15/2009
2.	Job Title:	Account Executive	Date Filled:	6/1/2009
3.	Job Title:	Account Executive	Date Filled:	7/1/2009

**B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

Source	Contact Person	Address	Phone	Hired?
**See Attached Documentation**				

**C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year. (This will be a raw number)**

10

**D. Total Number of Interviewees for all Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:**

Source	Contact Person	Address	Phone
**See Attached Documentation**			

**E. Outreach Activities**

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

**Outreach Activity Description**

December 1, 2008 - November 30, 2009

1. WNAX's Eric Roozen participated in a job fair at RTEC on 4/28/09 to provide information to any person looking to become a radio announcer.
2. Provided tours of the WNAX facilities to local community groups/schools to allow them to observe the operations and management side of radio.
3. WNAX continues to offer our Internship Program that gives individuals a well-rounded understanding of the radio industry. The internship mainly focuses on on-air announcing.
4. Management training was given to the Department heads on 4/28/09 regarding proper methods of hiring to ensure equal employment opportunity and prevent discrimination.

1.	Job Title:	Sales Manager/Account Executive	Date Filled:	1/15/2009
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**ADDENDUM 1**

Total Number of Interviewees Per recruitment/Referral Source

Additional Referral/Recruitment Sources used to Seek Candidates for this Vacancy Alone

Recruitment Source	Address	Referred Person	
		Hired ?	Interviewees
Saga Communications.com	73 Kercheval Ave Grosse Pointe Farms MI	no	
American Indian Services	817 N Elmwood, Sioux Falls, SD 57104	no	
Black Hills State University	1200 University St, Spearfish, SD 57783	no	
Business & Professional Women	Box 1773, Sioux Falls, SD 57101-1773	no	
Colorado Technical University	3901 West 59th, Sioux Falls, SD 57108	no	
Dakota State University	Madison, SD 57042	no	
Dakota Wesleyan University	1200 W University Ave, Mitchell, SD 57301	no	
Ihanktonwan Community College	200 Main Ave South, Marty, SD 57361	no	
Job Services of South Dakota	3113 Spruce St, Yankton, SD 57078	no	3
Mount Marty College	1105 West 8th, Yankton, SD 57078	no	
NAACP	P.O. Box 131, Sioux Falls, 57101	no	
National American University	2801 South Kiwanis, Sioux Falls, SD 57105	no	
Northern State University	1200 S Jay St, Aberdeen, SD 57401	no	
South Dakota State University	Wec 115, Brookings, SD 57006	no	
Southeast Technical Institute	2301 N Career Pl. Sioux Falls, SD 57107	no	
United Sioux Tribes of SD	121 West Dakota Ave, Pierre, SD 57501	no	
University of Sioux Falls	1101 West 22nd, Sioux Falls, SD 57105	no	
University of South Dakota	414 East Clark St, Vermillion SD 57069	no	
Volunteer Services of America	908 N West Ave, Sioux Falls, SD 57104	no	
Wayne State College	1111 Main St, Wayne, NE 68787	no	
Word of mouth		yes	4

2. Job Title: Account Executive Date Filled: 6/1/2009  
 Total Number of Interviewees Per recruitment/Referral Source

Additional Referral/Recruitment Sources used to Seek Candidates for this Vacancy Alone

Recruitment Source	Address	Referred Person	
		Hired ?	Interviewees
Saga Communications.com	73 Kercheval Ave Grosse Pointe Farms MI	no	
American Indian Services	817 N Elmwood, Sioux Falls, SD 57104	no	
Black Hills State University	1200 University St, Spearfish, SD 57783	no	
Business & Professional Women	Box 1773, Sioux Falls, SD 57101-1773	no	
Colorado Technical University	3901 West 59th, Sioux Falls, SD 57108	no	
Dakota State University	Madison, SD 57042	no	
Ihanktonwan Community College	200 Main Ave South, Marty, SD 57361	no	
Iowa Western Community College	2700 College Road, Council Bluffs, IA 51503	no	
Iowa Lakes Community College	300 S 18th St, Estherville, IA 51334	no	
Job Services of South Dakota	3113 Spruce St, Yankton, SD 57078	no	
Luther College/Career Center	700 College Drive, Decorah, IA 52101	no	
Morningside College Job Placement	1501 Morningside Ave, Sioux City, IA 51106	no	
Mount Marty College	1105 West 8th, Yankton, SD 57078	no	
NAACP	P.O. Box 131, Sioux Falls, 57101	no	
National American University	2801 South Kiwanis, Sioux Falls, SD 57105	no	
Northeast Community College	PO Box 469, Norfolk, NE 68702-0469	no	
Ohio/Illinois Centers for Broadcasting	9000 Sweet Valley Dr, Valley View, OH 44125	no	
St. Ambrose University	518 W Locust St, Davenport, IA 52803	no	
South Dakota State University	Wec 115, Brookings, SD 57006	no	
United Sioux Tribes of SD	121 West Dakota Ave, Pierre, SD 57501	no	
University of Sioux Falls	1101 West 22nd, Sioux Falls, SD 57105	no	
University of South Dakota	414 East Clark St, Vermillion SD 57069	no	
Volunteer Services of America	908 N West Ave, Sioux Falls, SD 57104	no	
Wartburg College	PO Box 1002, Waverly, IA 50667-0903	no	
Wayne State College	1111 Main St, Wayne, NE 68787	no	
Word of mouth		no	
WNAX on air ad	1609 E Hwy 50, Yankton, SD 57078	yes	2

3. Job Title: Account Executive Date Filled: 7/1/2009  
 Total Number of Interviewees Per recruitment/Referral Source

Additional Referral/Recruitment Sources used to Seek Candidates for this Vacancy Alone

Recruitment Source	Address	Referred Person	
		Hired ?	Interviewees
Saga Communications.com	73 Kercheval Ave Grosse Pointe Farms MI	no	
American Indian Services	817 N Elmwood, Sioux Falls, SD 57104	no	
Black Hills State University	1200 University St, Spearfish, SD 57783	no	
Business & Professional Women	Box 1773, Sioux Falls, SD 57101-1773	no	
Colorado Technical University	3901 West 59th, Sioux Falls, SD 57108	no	
Dakota State University	Madison, SD 57042	no	
Ihanktonwan Community College	200 Main Ave South, Marty, SD 57361	no	
Iowa Western Community College	2700 College Road, Council Bluffs, IA 51503	no	
Iowa Lakes Community College	300 S 18th St, Estherville, IA 51334	no	
Job Services of South Dakota	3113 Spruce St, Yankton, SD 57078	yes	1
Luther College/Career Center	700 College Drive, Decorah, IA 52101	no	
Morningside College Job Placement	1501 Morningside Ave, Sioux City, IA 51106	no	
Mount Marty College	1105 West 8th, Yankton, SD 57078	no	
NAACP	P.O. Box 131, Sioux Falls, 57101	no	
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Volunteer Services of America	908 N West Ave, Sioux Falls, SD 57104	no	
Wartburg College	PO Box 1002, Waverly, IA 50667-0903	no	
Wayne State College	1111 Main St, Wayne, NE 68787	no	
Word of mouth		no	
WNAX on air ad	1609 E Hwy 50, Yankton, SD 57078	yes	1