

Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of December 1, 2019
through November 30, 2020

Job Title	Date Filled
Admin Assistant	06/22/2020
Marketing Specialist	01/02/2020
Marketing Specialist	11/12/2020

Form Prepared By Lisa Johnston Date 11/16/2020

To be completed continuously as each vacancy is filled.

Place completed sheet in station's local public file and post on station's website.

List of Recruitment Sources Used to Fill Each Vacancy

Job Title Marketing Specialist Date Position Filled 10/26/19-11/23/19

Source for Actual Hire Explore Okoboji/KUYY Recruitment Sources Utilized

Indeed.com	careers@exploreokoboji.com
Exploreokoboji.com	careers@exploreokoboji.com
KUOO/KUQQ/KUYY/KUXX/KKOJ	careers@exploreokoboji.com

Form Prepared By Terry Lowry Date 1/17/20

To be completed after each full time vacancy is filled.
Place completed sheet in station's local public file and post on station's website.

Attach copies of advertisements, bulletins, letters, emails faxes or other communication announcing vacancy. (These do not need to be posted in file)



List of Recruitment Sources Used to Fill Each Vacancy

Job Title Administrative Assistant Date Position Filled 6/22/2020

Source for Actual Hire exploreokoboji.com Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
exploreokoboji.com	Terry Lowry 712-336-5800
Indeed	careers@exploreokoboji.com

Form Prepared By Terry Lowry Date 6/23/20

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Dakota & Community First Broadcasting
5809 S. Remington Place, Suite 106
Sioux Falls, SD 57108

List of Recruitment Sources Used to Fill Each Vacancy

Job Title ___Marketing Specialist___ Date Position Filled _____

Source for Actual Hire _____ Recruitment Sources Utilized

Indeed.com	careers@exploreokoboji.com
Handshake	careers@exploreokoboji.com
Iowa Broadcasters Association	careers@cdfigitalgroup.com
Central College	humanresources@central.edu
Dort University	csc@dordt.edu
Grinnell College	jobs@grinnell.edu
Morningside College	hays@morningside.edu
Northwestern College-Iowa	career@nwcioa.edu
Simpson College	careers@simpson.edu
South Dakota Broadcasting Association	marla@willardandassociates.com
Storm Lake Radio	wendy@stormlakeradio.com
University of Iowa	uiowa@foriowa.org

Exploreokoboji.com

careers@exploreokoboji.com

Form Prepared By ___Terry Lowry_____ Date __11/12/20_____

To be completed after each full time vacancy is filled.
Place completed sheet in station's local public file and post on station's website.
Attach copies of advertisements, bulletins, letters, emails faxes or other communication
announcing vacancy. (These do not need to be posted in file)

Dakota & Community First Broadcasting
5809 S. Remington Place, Suite 106
Sioux Falls, SD 57108

Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of December 1, 2019 through November 30, 2020

Total Number of People Interviewed _____

Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
Exploreokoboji.com	5
On Air	2
Indeed	7

Form Prepared By Lisa Johnston Date 11/16/2020

To be completed on the anniversary date of the renewal filing due date.

Use Tally of Interviewee Sources (Form 4) to complete.

Place completed sheet in station's local public file and post on station's website.



Summary of Supplemental Outreach Initiatives

Filing Period From December 1, 2019 to November 30, 2020

First Initiative: Training, Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Activities to fulfill initiative 082020 GMs attended a meeting where EEO compliance, regulation and changes were discussed.

Second Initiative: Community Events, providing training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that will enable them to better refer job candidates for broadcast positions.

Activities to fulfill initiative 122019 Student from local high school completed a job shadow at the station.

Form Prepared By: Lisa Johnston Date: 11/16/2020

To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

Use the Description of Supplemental Outreach Initiatives (Form 7) to complete.

Place completed sheet in station's local public file and post on station's website.



Summary of Supplemental Outreach Initiatives

Filing Period From December 1, 2019 to November 30, 2020

First Initiative: Training, providing training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that will enable them to better refer job candidates for broadcast positions.

Activities to fulfill initiative 012020 Student from the local school completed an internship at the stations.

Second Initiative: Hosting a job fair

Activities to fulfill initiative 092020 Stations hosted a job fair.

Form Prepared By: Lisa Johnston Date: 11/16/2020

To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

Use the Description of Supplemental Outreach Initiatives (Form 7) to complete.

Place completed sheet in station's local public file and post on station's website.