Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit and is required to be placed in the public inspection files, and posted on their website.

The information contained in this Report covers the time period from October 29, 2016 to and including November 30, 2017

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;

2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule), identified by name, address, contact person and telephone number;

3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer.

List of Recruitment Sources Used to Fill Each Vacancy

Job Title _____ Date Position Filled _____

Source for Actual Hire _____

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
No vacancies occurred during the reporting period	

Form Prepared By Bob Faehn Date 11/29/17

To be completed after each full time vacancy is filled.

Place completed sheet in station's 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)

Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of October 29, 2016

through Nov. 30, 2017

Job Title	Date Filled
None	

Form Prepared By Bob Faehn Date 11/29/17

To be completed continuously as each vacancy is filled.

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

Organization Requesting Notice of Job Vacancies

Name of Organization None

Date of Request _____

Type of Notifications Requested _____

Recruitment Referral Source: _____

☐ All Jobs ☐ Specific Jobs (Specify) _____

_____

Name of Contact _____

Address _____

_____

_____

_____

Phone Number _____ Fax Number _____

Email Address _____

Form Prepared By Bob Faehn Date 11/29/17

To be completed for each request of notification of job openings.

Attach dated copies of notices provided to organizations each time there is a vacancy (ex. email or fax).

For Station's Internal Files.

Description of Supplemental Outreach Initiatives

Date of Event Participation June thru August 2017

Nature of Initiative (Category, Activity Name, Point Value) Establishment of an intern program 1 point

Details of Participation Each year, KXLG offers a paid position to one or more interns from a variety of area colleges. In the summer of 2017, we employed Amy Nelson, a senior at South Dakota State University, who was interested in a career in broadcasting. She experienced time in promotions, sales, and on-air.

Name(s) and Position(s) of Station Participants Bob Faehn, GM, Melissa Herrboldt, Promotions Director, Jim Aesoph, Operations Manger, Dean Johnson, sales manager.

Form Prepared By: Bob Faehn Date: 11/29/17

To be completed for every Prong 3 Outreach Initiative.

Attach copies of proof of participation (Ex: Pamphlets, Advertisements, Letters, Emails, Faxes, Thank You Card).

Use this worksheet to complete the Summary of Supplemental Outreach Initiatives (Form 8).

Description of Supplemental Outreach Initiatives

Date of Event Participation March 23, 2017

Nature of Initiative (Category, Activity Name, Point Value)
Co-sponsorship of Job Fair at the Waverly/South Shore school gym. Much of the Waverly/South Shore school district is located on the Sisseton-Whapeton Indian Reservation.
1.25 points

Details of Participation KXLG advertised the event at no charge. We also had a booth at the event, to make attendees aware of jobs available within the broadcast industry.

Name(s) and Position(s) of Station Participants Jim Aesoph, Operations Manager and Melissa Herrboldt, Promotions Director.

Form Prepared By: Bob Faehn Date: 11/29/17

To be completed for every Prong 3 Outreach Initiative.

Attach copies of proof of participation (Ex: Pamphlets, Advertisements, Letters, Emails, Faxes, Thank You Card).

Use this worksheet to complete the Summary of Supplemental Outreach Initiatives (Form 8).

Description of Supplemental Outreach Initiatives

Date of Event Participation June 2017

Nature of Initiative (Category, Activity Name, Point Value)
Awarding of David J. Law Journalism Scholarship 1 point

Details of Participation Each year, KXLG funds a $500 scholarship named in honor of David J. Law, long-time news director at KXLG Radio

Name(s) and Position(s) of Station Participants Bob Faehn, GM, David J. Law, news director.

Form Prepared By: Bob Faehn Date: 11/29/17

To be completed for every Prong 3 Outreach Initiative.

Attach copies of proof of participation (Ex: Pamphlets, Advertisements, Letters, Emails, Faxes, Thank You Card).

Use this worksheet to complete the Summary of Supplemental Outreach Initiatives (Form 8).

Description of Supplemental Outreach Initiatives

Date of Event Participation June 2017

Nature of Initiative (Category, Activity Name, Point Value)
Awarding of Dean Johnson Family Scholarship 1 point

Details of Participation Each year, KXLG funds a $500 scholarship named in honor of Dean Johnson, long-time sales manager of KXLG Radio.

Name(s) and Position(s) of Station Participants Bob Faehn, GM, Dean Johnson, Sales manager

Form Prepared By: Bob Faehn Date: 11/29/17

To be completed for every Prong 3 Outreach Initiative.

Attach copies of proof of participation (Ex: Pamphlets, Advertisements, Letters, Emails, Faxes, Thank You Card).

Use this worksheet to complete the Summary of Supplemental Outreach Initiatives (Form 8).

Summary of Supplemental Outreach Initiatives

One Year filing period from 10/29/16 to 11/30/17

First Initiative: Provision of training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.

Activities to fulfill initiative Current owner and manager Bob Faehn did one-on-one EEO training with current Promotions Director, Melissa Herrboldt, who has been chosen to become the new GM upon Bob's retirement.

Second Initiative: Establishment of a mentoring program to enable station personnel to improve their skills to qualify for higher positions.

Activities to fulfill initiative Three full-time employees attending a program offered by the local Chamber of Commerce designed to teach each of them skills related to managing difficult employees.

Form Prepared By: Bob Faehn Date: 11/29/17

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 public file and post on station's website.