EEO REPORT 2013

KVHT-FM & KVTK AM (5 STAR COMMUNICATIONS, INC.)
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 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KVHT-FM & KVTK-AM and Vermillion Area and is required to be placed in the public inspection files of these stations, and posted on our website.

The information contained in the Report covers the time period beginning 12/01/12 to and including 11/30/13 (the "Applicable Period").

The FCC's 2002 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 such 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 new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number
3.) The recruitment source that referred the hired employee 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.
5.) A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for which this Source Was utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the other was extended but when the hired employee accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone, or by e-mail.

Appendix 1 to Annual EEO Public File Report:
Covering the period from 12/1/12 to 11/30/13 Station(s) Comprising Station Employment Unit: KVHT-FM & KVTK-AM (5 Star Communications, Inc.)

Section 1: Vacancy Information

Full-time Positions Filled Recruitment Source of Hiree Total Number of Interviewees by Job Title:

Sales	KVHT/KVTK Radio	11
News Director	KVHT/KVTK Radio	13

Total Number of Persons Interviewed during Applicable Period: 24
Appendix 1 to Annual Public File Report

Appendix 2 to Annual EEO Public File Report:
Covering the period from 12/01/12 to 11/30/13 Station(s) Comprising Station Employment Unit: KVHT-FM & KVTK-AM (5 Star Communications, Inc.)

Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees	Full-time positions utilized
KVHT/KVTK Radio Broadcasts & kvht.com/kvtk.com 210 W. 3rd St. Yankton, SD 57078 (605)665-2600	7	2
University of South Dakota Communications Department 414 East Clark Street Vermillion, SD 57078	0	2
Native American Studies Dept. University of South Dakota 414 East Clark Street Vermillion, SD 57078	0	2
Mount Marty College 1105 West 8th Street Yankton, SD 57078	0	2
South Dakota Career Center South Daktoa Dept. of Labor 3113 Spruce St., Suite 124 Yankton, SD 57078	4	2
South Dakota Broadcasters Association Web Posts	7	2

KVHTkvht.com/kvtk.com	0	2
Sports Talent Agency website	6	2

*Indicates sources that have requested notification of job openings.
Appendix 2 to Annual Public File Report

Appendix 3 to Annual EEO Public File Report:
Covering the period from 12/01/12 to 11/30/13 Station(s) Comprising Station Employment Unit: KVHT-FM & KVTK-AM (5 Star Communications, Inc.)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KVHT-FM & KVTK AM (5 Star Communications, Inc.)

Description of Activities:

1.) 2/11/2013: KVHT/KVTK Radio attended the Mount Marty College Job Fair

2.) 4/24/2013: KVHT/KVTK Radio attended the RTEC Career Expo

3.) 04/24/2013: KVHT Radio sponsored “Class Days” for the senior class from Crofton High

School. 2 - 6 seniors were invited in to run a 2-4 hour radio shift on this day with the help of an on-air announcer. Duties including preparation for an on-air shift, talking on-air, and even some creative elements including interviewing people.

4.) 04/25/2013: KVHT Radio sponsored “Class Days” for the senior class from Vermillion High School. 2 - 6 seniors were invited in to run a 2-4 hour radio shift on this day with the help of an on-air announcer. Duties including preparation for an on-air shift, talking on-air, and even some creative elements including interviewing people.

5.) 05/01/2013: KVHT Radio sponsored “Class Days” for the senior class from Hartington Public High School. 2 - 6 seniors were invited in to run a 2-4 hour radio shift on this day with the help of an on-air announcer. Duties including preparation for an on-air shift, talking on-air, and even some creative elements including interviewing people.

6.) 05/02/2013: KVHT Radio sponsored “Class Days” for the senior class from Irene-Wakonda High School. 2 - 6 seniors were invited in to run a2- 4 hour radio shift on this day with the help of an on-air announcer. Duties including preparation for an on-air shift, talking on-air, and even some creative elements including interviewing people.

7.) 05/03/2013: KVHT Radio sponsored “Class Days” for the senior class from Beresford High School. 2 - 6 seniors were invited in to run a 2-4 hour radio shift on this day with the help of an on-air announcer. Duties including preparation for an on-air shift, talking on-air, and even some creative elements including interviewing people.

8.) 05/07/2013: KVHT Radio sponsored “Class Days” for the senior class from Bon Homme High School. 2 - 6 seniors were invited in to run a 2-4 hour radio shift on this day with the help of an on-air announcer. Duties including preparation for an on-air shift, talking on-air, and even some creative elements including interviewing people.

9.) 05/08/2013: KVHT Radio sponsored “Class Days” for the senior class from Menno High School. 2 - 6 seniors were invited in to run a 2-4 hour radio shift on this day with the help of an on-air announcer. Duties including preparation for an on-air shift, talking on-air, and even some creative elements including interviewing people.

10.) 05/06/2013: Brandi Bue, a University of South Dakota student became an intern for KVHT as is shown with a supportive document in the EEO File 2013.

11.) 06/19/2013: Bailey Milne, a Unveristy of South Dakota student began job shadowing for KVTK as shown with a supportive document in the EEO File 2013

12.) 03/14/2013: 5 Star Communications utilized our EEO Policies to advertise for a job opening for sales positions at KVHT & KVTK radio stations in Yankton and Vermillion, SD. We had 11 Applicants for this position; of those:

- 3-saw the job advertised on the South Dakota Broadcasters Website
- 3-found out about the position on the South Dakota Job Website
- 4-heard the ad on KVHT/KVTK Radio
- 1-saw it on the career center Website

After the first round of interviews which began the week of 4/15/2013, we asked 3 applicants back for 2nd round of interviews. Those 3 included:

- Keith Halvorson
- Brad Omland
- David Gullikson

On Wednesday, May 1st we offered 1 position to David Gullikson. He accepted the Sales Position with KVHT/KVTK Radio.

13.) 03/21/2013: 5 Star Communications utilized our EEO Policies to advertise for a job opening for a News Director at KVHT & KVTK Radio Stations in Yankton & Vermillion SD. We had 13 Applicants for this position. Of those:

- 6-found out about the job from the STA Website
- 4-saw it on the South Dakota Broadcasters Website

- 3-heard the ad on KVHT/KVTK Radio

After the first round of interviews which began the week of 4/15/2013, we asked 3 applicants back for a 2nd round of interviews. Those 3 included:

- Tim Donohoo
- Chet Yoder
- Jarett Bies

On Wednesday May 1, 2013, we offered the position to Jarett Bies and he accepted the position.