

## **EEO Report 2014**

Written by Administrator

Tuesday, 15 April 2014 16:08 - Last Updated Wednesday, 10 September 2014 08:53

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## **EEO REPORT 2014**

### **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 station, and posted on our website.

The information contained in the Report covers the time period beginning 12/01/13 to and including 11/30/14 (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.

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For purposes of this Report, a vacancy was deemed "filled" not when the offer 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 12/1/13 to 11/30/14 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	18

Total Number of Persons Interviewed during Applicable Period: 9  
Appendix 1 to Annual Public File Report

### **Appendix 2 to Annual EEO Public File Report:**

Covering the period from 12/1/13 to 11/30/14 Station(s) Comprising Station Employment Unit: KVHT-FM & KVTK-AM (5 Star Communications, Inc.)

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### Section 2: Recruitment Source Information

Recruitment Source utilized	Total Number of Interviewees	Full-time positions
KVHT/KVTK Radio Broadcasts kvth.com/kvtk.com 210 W. 3rd St. Yankton, SD 57078 (605)665-2600	2	1
University of South Dakota Communications Department 414 East Clark Street Vermillion, SD 57078	0	1
Native American Studies Dept. University of South Dakota 414 East Clark Street Vermillion, SD 57078	0	1
Mount Marty College 1105 West 8th Street Yankton, SD 57078	1	1
South Dakota Career Center South Dakota Dept. of Labor 3113 Spruce St., Suite 124 Yankton, SD 57078	5	1
South Dakota Broadcasters Association Web Posts	0	1

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kvht.com/kvtk.com	0	1
Sports Talent Agency website	12	1
Word of Mouth	1	1

\*Indicates sources that have requested notification  
Appendix 2 to Annual Public File Report

### **Appendix 3 to Annual EEO Public File Report:**

Covering the period from 12/01/13 to 11/30/14 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.) 2/12/2014: KVHT/KVTK Radio attended the Mount Marty College Job Fair

2.) 4/7/2014: KVHT Radio sponsored "Class Days" for the senior class from Wynot High School. 2-4 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.

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3.) 4/9/2014: KVHT Radio sponsored "Class Days" for the senior class from Viborg-Hurley High School. 2-4 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.) 4/10/2014: KVHT Radio sponsored "Class Days" for the senior class from Centerville High School. 2-4 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.) 4/14/2014: KVHT Radio sponsored "Class Days" for the senior class from Gayville-Volin High School. 2-4 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.) 4/15/2014:KVHT Radio sponsored "Class Days" for the senior class from Scotland High School. 2-4 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.

7.) 4/16/2014:KVHT Radio sponsored "Class Days" for the senior class from Beresford High School. 2-4 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.) 4/17/2014:KVHT Radio sponsored "Class Days" for the senior class from Vermillion High School. 2-4 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.) 4/22/2014:KVHT Radio sponsored "Class Days" for the senior class from Crofton High School. 2-4 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.

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10.) 4/23/2014: KVHT/KVTK Radio attended the RTEC Career Expo

11.) 4/23/2014: KVHT Radio sponsored "Class Days" for the senior class from Hartington Public High School. 2-4 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.

12.) 4/25/2014:KVHT Radio sponsored "Class Days" for the senior class from Bon-Homme High School. 2-4 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.

13.) 4/30/2014:KVHT Radio sponsored "Class Days" for the senior class from Hartington Cedar Catholic High School. 2-4 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.

14.) 5/7/2014:KVHT Radio sponsored "Class Days" for the senior class from Menno High School. 2-4 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.

15.) 5/9/2014:KVHT Radio sponsored "Class Days" for the senior class from Yankton High School. 2-4 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.

16.) 8/18/2014: After interview process we offered the News Director position to Tom Pier and he accepted.

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17.) 8/22/2014: 5 Star Communications attended the Mount Mary College Freshman Orientation Day from 11-1pm. Brandy and Randy Hammer represented the station.

18.) 9/9/2014: 5 Star Communications advertised and held interviews for a sales position

19.) 9/15/2014: After initial interviews 5 Star Communication hired Tami Albrecht for the full time sales position. Her start date is 9/15/2014