

## **EEO REPORT 2012**

Written by Administrator

Thursday, 27 June 2013 10:36 - Last Updated Thursday, 27 June 2013 11:42

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## **EEO REPORT 2012**

### **KVHT-FM & KGTK-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 & KGTK-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 10/01/11 to and including 09/30/12 (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 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.
- 5.) A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

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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 the purposes of this Report, a vacancy was deemed "filled" not when the other was extended but when the hiree 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 12/1/11 to 11/30/12 Station(s) Comprising Station Employment Unit: KVHT-FM & KVTK-AM (5 Star Communications, Inc.)

### Section 1: Vacancy Information

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

Sales	KVHT/KVTK Radio	5
Sports/Sports Director of America	Sportscaster Talent Agency	34
Sales	Previous Resume on File	12

Total Number of Persons Interviewed during Applicable Period: 51  
*Appendix 1 to Annual Public File Report*

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

Covering the period from 10/01/11 to 09/30/12 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

<b>A</b> KVHT/KVTK Radio Broadcasts & kvht.com/kvtk.com 210 W. 3rd St. Yankton, SD 57078 (605)665-2600	16	3
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<b>B</b> University of South Dakota Communications Department 414 East Clark Street Vermillion, SD 57069	1	3
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<b>C</b> Native American Studies Dept. University of South Dakota 414 East Clark Street Vermillion, SD 57069	0	3
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<b>D</b> Mt. Marty College 1105 West 8th Street Yankton, SD 57078	1	3
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<b>E</b> South Dakota Career Center South Dakota Dept. of Labor 3113 Spruce St., Suite 124 Yankton, SD 57078	1	3
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<b>F</b> South Dakota Broadcasters Association Web Posts	0	3
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<b>G</b> kvht.com/kvth.com	2	3
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\*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 10/01/11 to 09/30/12 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.) 04/24/2012: KVHT Radio Sponsored "Class Days" for the senior class from Bon Homme High School. 2 - 6 seniors were invited in to run a 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.

2.) 04/16/2012: KVHT Radio Sponsored "Class Days" for the senior class from Beresford High School. 2 - 6 seniors were invited in to run a 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.) 04/19/2012: KVHT Radio Sponsored "Class Days" for the senior class from Scotland High School. 2 - 6 seniors were invited in to run a 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.) 04/25/2012: KVHT Radio Sponsored "Class Days" for the senior class from Irene-Wakonda High School. 2 - 6 seniors were invited in to run a 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.) 05/01/2012: KVHT Radio Sponsored "Class Days" for the senior class from Vermillion High School. 2 - 6 seniors were invited in to run a 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.) 05/02/2012: KVHT Sponsored "Class Days" for the senior class from Mount Marty College. 2 - 6 seniors were invited in to run a 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.) 05/03/2012: KVHT Radio sponsored "Class Days" for the senior class from Centerville High School. 2 - 6 seniors were invited in to run a 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.) 05/15/2012: KVHT Radio sponsored "Class Days" for the senior class from Crofton High School. 2 - 6 seniors were invited in to run a 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.) 05/07/2012: KVHT Radio sponsored "Class Days" for the senior class from Menno High School. 2 - 6 seniors were invited in to run a 4 hour radio shift on this day with the help of an

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on-air announcer. Duties including preparation for an on-air shift, talking on-air, and even some creative elements including interviewing people.

10.) 05/29/2012: KVHT Radio sponsored "Class Days" for the senior class from Yankton High School. 2 - 6 seniors were invited in to run a 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.

11.) 10/25/2012: A 5 Star Communications Employee attended the Wasau, NE High School Job Fair as is shown with a supportive document in the EEO File 2012.

12.) 10/30/2012: A 5 Star Communications Employee met with the Yankton Kiwanis group to talk about radio and KVHT/KVTK as shown with a supportive document in the EEO File 2012.

13.) 03/08/2012: Trevor Huber, a high school student, job shadowed Brandy Hartman during her daily activities both on and off air. There is a supportive document located in the EEO File 2012.