

EEO PUBLIC FILE REPORT**For The Period December 1, 2022 - November 30, 2023****A. Full - Time Vacancies Filled During Reporting Period**

1. Job Title: Sports Director	Date Filled: 06/06/2023
2. Job Title: Administrative Support Position	Date Filled: 08/02/2023
3. Job Title: General Manager	Date Filled: 08/28/2023

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Sports Director	Date Filled: 06/06/2023
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Source	Contact	Address	Tel #	Referred Person Hired?
Sportscasters Talent Agency of America www.staatalent.com	Chris Hilson	501 S. Ohlman Mitchell, SD 57301	605-996-9667	Yes
Indeed	Indeed	www.Indeed.com	800-475-4361	No

2. Job Title: Administrative Support Position	Date Filled: 08/02/2023
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Source	Contact	Address	Tel #	Referred Person Hired?
Saga Communications Career Website https://sagacom.com	Theresa Wiley	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
KMIT On Air Ads	Stephanie Heide	501 S. Ohlman Mitchell, SD 57301	605-996-9667	Yes
KUQL On Air Ads	Stephanie Heide	501 S. Ohlman Mitchell, SD 57301	605-996-9667	No
Pure Oldies On Air Ads	Stephanie Heide	501 S. Ohlman Mitchell, SD 57301	605-996-9667	No
More 95 On Air Ads	Stephanie Heide	501 S. Ohlman Mitchell, SD 57301	605-996-9667	No
KMIT Website	Stephanie Heide	www.kmit.com	605-996-9667	No
KUQL Website	Stephanie Heide	www.kool98.com	605-996-9667	No
Indeed	Indeed	www.indeed.com	800-475-4361	No

3. Job Title: General Manager		Date Filled: 08/28/2023		
Source	Contact	Address	Tel #	Referred Person Hired?
Saga Communications Career Website https://sagacom.com	Wayne Leland	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	Yes
Employee Referral	Phil Zachary	420 Western Ave South Portland, ME 04106	207-774-4561	No
Inside Radio	Gene McKay	genemckay@insideradio.com	(800) 248-4242 x711	No
Employee Referral	Dave Putnam	2600 Highway Blvd P.O. Box 260 Spencer, IA 51301	712-262-1240	No
Employee Referral	Stephanie Heide	1416 Locust Street Des Moines, IA 50309	515-280-1350	No

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):				
TOTAL				12

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources				
Referral Source	Contact	Address	Tel #	Number of Interviewees Referred
Sportscasters Talent Agency of America www.staatalent.com	Chris Hilson	501 S. Ohlman Mitchell, SD	605-996-9667	3
Indeed	Indeed	www.Indeed.com	800-475-4361	
Saga Communications Career Website https://sagacom.com	Theresa Wiley	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	1
KMIT On Air Ads	Stephanie Heide	501 S. Ohlman Mitchell, SD 57301	605-996-9667	2
KUQL On Air Ads	Stephanie Heide	501 S. Ohlman Mitchell, SD 57301	605-996-9667	
Pure Oldies On Air Ads	Stephanie Heide	501 S. Ohlman Mitchell, SD 57301	605-996-9667	

More 95 On Air Ads	Stephanie Heide	501 S. Ohlman Mitchell, SD 57301	605-996-9667	
KMIT Website	Stephanie Heide	501 S. Ohlman Mitchell, SD 57301	605-996-9667	
Employee Referral	Phil Zachary	420 Western Ave South Portland, ME 04106	207-774-4561	1
Inside Radio	Gene McKay	genemckay@insideradio.com	(800) 248-4242 x711	2
Employee Referral	Dave Putnam	2600 Highway Blvd P.O. Box 260 Spencer, IA 51301	712-262-1240	2
Employee Referral	Stephanie Heide	1416 Locust Street Des Moines, IA 50309	515-280-1350	1
Total				12

E. Outreach Activities

Description of Initiative: Training and Mentoring Programs

Saga Communications of South Dakota, LLC continued our training and mentoring program for the staff. Both programs enable an employee to acquire skills that could qualify them for a higher-level position in another department.

Description of Initiative: Participate in other activities to disseminate information as to employment opportunities in broadcasting

Saga Communications of South Dakota, LLC made on-air announcements which alert qualified groups that they may request to be notified of job vacancies at our stations.

Description of Initiative: Provide Training to management level personnel to ensure EEO and prevent discrimination

Saga Communications of South Dakota, LLC continues to ensure EEO and prevent discrimination through the following means:

1. The Business Manager discusses EEO regulations with the General Manager when a position becomes available and reminds them to work within the EEO guidelines when going through the application/interview process.
2. If a new employee is hired the Business Manager will meet with them to discuss the EEO policies and procedures.
3. Our EEO Poster is posted in a high traffic/visible area of the office for all employees to see.
4. The company EEO policy is stated on Page 7 of the Saga handbook that all employees receive upon hire and also receive when the handbook is revised. (Latest revision August 26, 2019)

Reconstructed 8/20/2025

EEO PUBLIC FILE REPORT**For The Period December 1, 2023 - November 30, 2024****A. Full - Time Vacancies Filled During Reporting Period****1. Job Title: On-Air****Date Filled: 9/16/2024****B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy****1. Job Title: On-Air****Date Filled: 9/16/2024**

Source	Contact	Address	Tel #	Referred Person Hired?
Sportscasters Talent Agency of America www.staatalent.com	Matt Spaulding	501 S. Ohlman Mitchell, SD 57301	605-996-9667	Yes
Job Fair Mitchell Corn Palace	Chamber Commerce	604 N Main St. Mitchell, SD 57301	605-996-5567	No

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):

TOTAL				3
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D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact	Address	Tel #	Number of Interviewees Referred
Sportscasters Talent Agency of America www.staatalent.com	Matt Spaulding	501 S. Ohlman Mitchell, SD	605-996-9667	3
Job Fair Mitchell Corn Palace	Chamber Commerce	604 N Main St. Mitchell, SD 57301	605-996-5567	0
TOTAL				3

E. Outreach Activities

Description of Initiative: Participation in Job Fairs

Saga Communications of South Dakota, LLC has participated in the following Job Fairs: (1) Mitchell Corn Palace Chamber– Spring Job Fair on April 24, 2024. Focus on On-Air Talent. Representative was Matt Spaulding (General Manager). (2) Short Staff Drive Through Job Fair-Fall Job Fair on November 20, 2024. Focus on Media Advisor Sales. Representative was Matt Spaulding (General Manager). The representative spoke about careers in broadcasting, including the different paths to get there, different opportunities and careers within broadcasting. Saga Communications of South Dakota, LLC will continue to actively participate in job fairs that will educate the community on job opportunities in the broadcasting industry.

Description of Initiative: Training and Mentoring Programs

Saga Communications of South Dakota, LLC continued our training and mentoring program for the staff. Both programs enable an employee to acquire skills that could qualify them for a higher-level position in another department.

Description of Initiative: Provide Training to management level personnel to ensure EEO and prevent discrimination

Saga Communications of South Dakota, LLC continues to ensure EEO and prevent discrimination through the following means:

1. The Business Manager discusses EEO regulations with the General Manager when a position becomes available and reminds them to work within the EEO guidelines when going through the application/interview process.
2. If a new employee is hired the Business Manager will meet with them to discuss the EEO policies and procedures.
3. Our EEO Poster is posted in a high traffic/visible area of the office for all employees to see.
4. The company EEO policy is stated on Page 7 of the Saga handbook that all employees receive upon hire and also receive when the handbook is revised. (Latest revision August 26, 2019)
5. In October 2024, all managers were notified that they were required to complete Anti-Harassment Training for Managers by November 14, 2024. Included in this training were four videos addressing (1) what harassment is, what behaviors this might entail and what the manager's responsibility is, (2) investigation of harassment claims, (3) warning signs that indicate an individual may be a target of harassment and (4) best practices to encourage a healthy culture in the workplace including the importance of training. These materials were provided by the P1 Learning company.

Reconstructed 8/20/2025