

**EEO PUBLIC FILE REPORT****For The Period December 1, 2024 - November 30, 2025****A. Full-Time Vacancies Filled During Reporting Period****1. Job Title: Media Advisor****Date Filled: 01/13/2025****2. Job Title: General Manager****Date Filled: 11/10/2025****B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy****1. Job Title: Media Advisor****Date Filled: 01/13/2025**

Source	Contact	Address	Tel #	Referred Person Hired?
<a href="#">KMIT Website</a>	Matt Spaulding	www.kmit.com	605-996-9667	No
KUQL Website	Matt Spaulding	www.kool98.com	605-996-9667	No
KMIT On Air Ads	Matt Spaulding	501 S. Ohlman Mitchell, SD 57301	605-996-9667	No
KUQL On Air Ads	Matt Spaulding	501 S. Ohlman Mitchell, SD 57301	605-996-9667	No
Business/Moody's Western Wear Referral	Matt Spaulding	501 S. Ohlman Mitchell, SD 57301	605-996-9667	Yes

**2. Job Title: General Manager****Date Filled: 11/10/2025**

Source	Contact	Address	Tel #	Referred Person Hired?
<a href="#">Saga Communications Career Website</a> <a href="https://sagacom.com">https://sagacom.com</a>	Theresa Wiley	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
Mediabistro	Wayne Leland	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
Glassdoor	Wayne Leland	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
KMIT Website	Wayne Leland	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
KUQL Website	Wayne Leland	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
Indeed	Wayne Leland	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
Inside Radio	Gene McKay	<a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a>	800-248-4242x711	No

Maria Severeid Referral	Wayne Leland	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	Yes
Linked In	Wayne Leland	73 Kercheval Ave Ste 201 Grosse Pointe Farms MI 48236	313-886-7070	No

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

TOTAL				18
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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
Indeed	Wayne Leland	www.Indeed.com	800-475-4361	10
<a href="https://sagacom.com">Saga Communications Career Website https://sagacom.com</a>	Theresa Wiley	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	4
KMIT On Air Ads	Matt Spaulding	501 S. Ohlman Mitchell, SD 57301	605-996-9667	1
KUQL On Air Ads	Matt Spaulding	501 S. Ohlman Mitchell, SD 57301	605-996-9667	
KMIT Website	Wayne Leland	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	1
KUQL Website	Wayne Leland	73 Kercheval Ave Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	
Mediabistro	Wayne Leland	<a href="http://www.mediabistro.com">www.mediabistro.com</a>	212-389-2000	
Glassdoor	z d qh# Ohælgg	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	#800-318-3229#	
Business/Moody's Western Wear Referral	Matt Spaulding	2430 N Main St Mitchell, SD 57301	605-996-9667	1
Maria Severeid Referral	Wayne Leland		313-886-7070	1
Linked In	Wayne Leland		313-886-7070	
Total				18

<b>E. Outreach Activities</b>
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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)