

HOMESLICE MEDIA GROUP

ANNUAL EEO PUBLIC FILE REPORT

The purpose of this Annual EEO Public File Report is to comply with Section 73.2080(c)(6) of the Commission's EEO Rules.

This report has been prepared on behalf of the stations' employment unit (the "Station Employment Unit") which is comprised of the following broadcast stations:

KKLS(AM), Rapid City, SD (FIN 61320)
KBHB(AM), Sturgis, SD (FIN 9673)
KKMK(FM), Rapid City, SD (FIN 61325)
KOUT(FM), Rapid City, SD (FIN 14642)
KRCS(FM), Sturgis, SD (FIN 9668)
KFXS(FM), Rapid City, SD (FIN 66821)

The information contained in this Report covers the Period from December 2, 2022 to December 1, 2023 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled and data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period;
2. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;
3. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Sections 1, 2 and 3 which follow provide the required information.

Section 1

Period Covered: December 2, 2022 to December 1, 2023

Stations Comprising Employment Unit: KKLS (AM), KBHB (AM), KMKK (FM), KOUT (FM), KRCS (FM), KFXS (FM)

Section 1: Vacancy Information

Account Executive/Sales	referral	9
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Section 2

Period Covered: December 2, 2022 to December 1, 2023

Stations Comprising Employment Unit: KKLS (AM), KBHB (AM), KKMK (FM), KOUT (FM), KRCS (FM), KFXS (FM)

Section 2: Recruitment Source Information

HomeSlice Website	1	Account Executive/Sales
Indeed	5	Account Executive/Sales
Referral	3	Account Executive/Sales

The organizations listed below have requested notification of all job openings. Each of the organizations has been notified of existing job openings as they have been added to the list. In addition, each station broadcasts announcements four times a week inviting additional organizations to contact the station to be added to the list.

Academy (The) 12901 Hwy 34 Sturgis, SD 57785	BH Regional Help Wanted Blackhillshelpwanted.com	Black Hills State University Unit #9502 1200 University Street Spearfish, SD 57799
Career Learning Center 730 E. Watertown Street Rapid City, SD 57701	SD Broadcaster's Association Marla Willard PO Box 1037 Pierre, SD 57501	SD Department of Labor 111 New York Street Rapid City, SD 57701
SD State University PO Box 511 Brookings, SD 57007	University of South Dakota Career Development Center 414 Clark Vermillion, SD 57069	Indeed

Section 3

Period Covered: December 2, 2022 to December 1, 2023

Stations Comprising Employment Unit: KKLS (AM), KBHB (AM), KKMK (FM), KOUT (FM), KRCS (FM), KFXS (FM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

HomeSlice Media Group, LLC licensee of the above-referenced stations, has and will continue to be an Equal Employment Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach, including the following:

1. Black Hills Regional Job Fair (73.2080(c)(2)(i)) – On March 1, 2023 the region's largest job fair was held at The Monument in Rapid City, South Dakota. The committee is made up of area educational institutions, veteran's advocacy groups, local businesses and groups benefiting 25 reservations in 6 states. The Stations are one of two main sponsors and all meetings are held at the HomeSlice Media Group office. At the event, we set up our event tents, provided live broadcasts, manned a booth and spoke to interested parties about careers in radio. The Stations were represented by MaryAnne Whittle, VP of Operations; Taryn Edlund, Comptroller; Todd Holen, Sales Manager; Kelsey Kinney, Director of Media Strategy; and Chris Jaquess, Chief Engineer. Amy Rose, KKMK/KOUT morning personality did live broadcasts from the event. Applications and resumes were accepted at the job fair.
2. Establishment of an Internship Program (73.2080(c)(2)(v)) – This internship program is designed to educate students about careers in radio broadcasting. The Stations offer paid and unpaid internships for credits to enrolled students. Any student is eligible to apply for the internships. The internships are available for the Spring, Summer and Fall semesters. Each candidate is interviewed by Station Management. The number of interns selected depends upon the number of applicants and the projected colleges and universities to locate eligible and interested students. Some of the duties an intern may perform include, but are not limited to the following: music research, on-air board operation, clerical work, phone answering, accompanying announcers on remote broadcasts, assisting with promotion duties, commercial writing, production of commercials, music scheduling, call screening and scheduling of guests. We did not have any internships this year.
3. Participation in a Job Shadow Program (73.2080(c)(v)(ii)) – to promote learning experiences that are put in real life applications and relevancy into learning and to help educate possible future employees and consumers. There were two job shadows this year – Nevaeh Peters shadowed Summer Sones on the radio from 1pm to 3pm on May 22, 2023 and Christian Ainslie shadowed Scout Wheeler from August 4 to August 11, 2023.
4. Provide Education About Broadcasting (73-2080(c)(2)(v)) – On January 26, 2023, Brad Jurgensen spoke to Elevate Rapid City about the marketing landscape. On January 30, 2023, Brad Jurgensen spoke to attendees at the Black Hills Stock Show about marketing. On April 21, 2023, Chris Hornick visited with Southwest Middle School students about digital video. On October 14, 2023, Brad Jurgensen spoke to the Artemis House regarding marketing.
5. Supervisor/Manager Human Relations Department Training (73-2080(c)(2)(xiv)) – We have Department Head Meeting weekly to discuss operations. On August 18, 2023, MaryAnne Whittle attended a Relationship Sales class. On October 25, 2023, Todd Holen and Brad Jurgensen also attended the Relationship Sales class along with all of the account executives on

staff. On August 29 and 30, 2023, Brad Jurgensen, MaryAnne Whittle and Todd Holen attended the SD Broadcasters Association Leadership Conference and Training in Sioux Falls, SD.

Community Involvement:

HomeSlice Media has owners and employees representing the station by serving on local committees and boards. Those groups include:

1. Black Hills Community Economic Development Board – Dean Kinney
2. Key City Giving Gals – Toni Kinney
3. Sturgis Camaro Rally Board – Mark Bruch
4. Downtown Sturgis Foundation Board – Mark Bruch
5. Meade County Rural Ambulance Board – Mark Bruch
6. Sturgis Volunteer Fire Department Board – Mark Bruch
7. Vale Volunteer Fire Department – Mark Bruch
8. Sturgis Collaborative Committee – Mark Bruch
9. Sturgis Volunteer Fire Department – Mike Bruch
10. Vale Volunteer Fire Department – Mike Bruch
11. South Dakota Legislative Oversight Committee – Brad Jurgensen
12. Elevate Rapid City Board – Brad Jurgensen
13. South Dakota Broadcasters Association Board – Brad Jurgensen
14. Rapid City Public School Foundation – Brad Jurgensen
15. Black Hills Advertising Federation – Brad Jurgensen
16. Downtown Rapid City Board – Brad Jurgensen
17. Walk for Warmth/Rapid City Committee – MaryAnne Whittle
18. Black Hills Regional Job Fair Board – MaryAnne Whittle
19. United Way Board – Taryn Edlund
20. Police Athletic League Board – Taryn Edlund