5 Star Communications EEO-Policy

1. General Policy:
5 Star Communications/KVHT-KVTK Radio stations will afford equal employment opportunity in all personnel actions without regard to race,
color, religion, national origin or sex. 5 Star Communications/KVHT-KVTK Radio stations has adopted an EEO program which is designed to
fully utilize the skills of qualified persons.

2. Responsibility for implementation
Jeff Fuller who is the President and owner of 5 Star Communications Inc. is responsible for implementing KVHT-KVTK's EEO program

3. 5 Star Communications Inc. will use the following recruitment sources to alert potential employees when jobs are available at KVHT-
KVTK Radio
• KVHT/KVTK Radio advertising
210 West 3rd Street
Yankton South Dakota 57078
(605) 665-2600

• University of South Dakota
Communications Department
414 East Clark Street
Vermillion South Dakota 57078

• Native American Studies Department
University of South Dakota
414 East Clark Street
Vermillion South Dakota 57078

• Mt. Marty College

1105 West 8th Street
Yankton South Dakota 57078

• South Dakota Career Center
3113 Spruce Street, Suite 124
Yankton South Dakota 57078

4. Recruitment sources and other techniques that 5 Star Communications Inc. will utilize to attract qualified job applicants include:
• We will maintain a paid membership to the South Dakota Broadcasters Association to have access to employment bank, and have the
ability to post job openings at KVHT-KVTK Radio Stations
• We will maintain a relationship with the University of South Dakota Mass Communications Department in order to have access to the
department to post job openings and internships
• We will maintain a relationship with The Native American Studies Department at the University of South Dakota in order to post job
openings or internships
• We will maintain a relationship with the Public Relations Director at Mt. Marty College in Yankton South Dakota in order to post job
openings and internships at KVHT-KVTK Radio Stations
• We will maintain a relationship with South Dakota Career Center in order to post job openings.

• We will maintain a relationship with Yankton & Vermillion High Schools, as well as other High schools in the listening area
including giving tours to students, offer internships, and invite schools to send interested individuals to our stations to be on the air
during a program we call Class Days.
• We will air 30-second messages on KVHT-KVTK Radio stations telling potential qualified applicants of jobs that are available. The
content of said messages is as follows:
From time to time, KVHT/KVTK Radio Stations have openings for employment. If your organization would like to be informed about job openings
at KVHT/KVTK Radio please contact us at 605-665-2600 or by e-mail at kvhtradio.com and we will send you information on all openings when
they become available.

General Policy:

KVHT/KVTK Radio is an Equal Opportunity Employer
It is the policy of 5 Star Communications Inc. to provide equal employment opportunity to all qualified individuals without regard to race,
color, religion, national origin or sex.