

**2022 KNZA Inc.
Annual EEO Audit Report**

Supplemental Vacancy, Interviewee, and Referral Source Information

#	<u>Position</u>	<u>Date of Hire</u>	<u>Total Number of Interviewees</u>	<u>Referral Sources</u>	<u>Referral Source of Hire</u>
1.	Announcer Position	June 11, 2022	2	Radio Advertisement Benedictine College	Radio Advertisement
2.	Sports/Sales Position	Aug. 15, 2022	3	Radio Advertisement Internal Station Position Station Website Posting	Radio Advertisement
3.	Sports Broadcaster	Aug. 17, 2022	2	STAA KAB	STAA
4.	Program Director	Jan. 18, 2023	2	Internal Station Promotion	Internal Station Promotion

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(Amended) Recruitment Initiatives

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1.	Hosted Job Fair	<p>March 19th, 2022 - KNZA, Inc. hosted the 20th Annual Regional Expo: General Manager Greg Buser, program directors Neil Weiland and Brian Hurt, sports directors Brandon Tadtman and John Nixon, news director Greg Bebermeyer, office manager Cathy Nigus and other on-air personnel greeted people at the door and mingled throughout the crowd visiting with people, answering questions, and guiding them to pick up information on programming, careers, internships, and broadcasting scholarships at KNZA, Inc.'s table by the door.</p>
2.	Internship Program	<p>June 13th 2022 - August 19th, 2022 - College Student Internship - Hannah Owens. Overseen by KAIR Program Director Neil Weiland. College broadcasting student transferring from Cloud County CC to Missouri Western University. Hannah had an on-air shift on KAIR station in Atchison and did on-air and website work as well as digital and print stories for our stations websites and preview sports magazines.</p> <p>January 3rd, 2022 through March 15th 2022 our radio stations worked with three high school students on an internship program that they are receiving class credit for. All three students are interesting in a career in broadcasting and are currently completing their high school education at Sabetha (Cray Schilling), Valley Falls (Trenton Kraxner) and Horton (Trevor Walkup). These three students have done weekly tasks for us and helped with on air, online and digital video sports productions as well as several training and question and answer sessions in person and on site as well as online through zoom. They were supervised by station president, Justin Fluke.</p> <p>September 1, 2022 through January 2023 our radio stations are working with seven high school students that are interested in broadcasters careers at Jackson Heights (Kryndon Profit and Kyson Profit), Holton (Kyler Kathrens, Ethan Will, Eli Hallauer) and Hiawatha High Schools (Paige Muller and Leah Kesler). These students are doing weekly tasks for us helping with all aspects of on-air and online sports productions while learning about the broadcasting industry with ongoing training. Students were overseen by Justin Fluke - station president, and Jake Spalding-station vice president.</p>

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		<p>Job Shadows – October 2022 - January 2023 - We had two high school students do ongoing job shadow as part of assignments for their schools. Aly Gobin from Doniphan West is doing a year-long project about the history and evolution of radio broadcasting. She has spent time and both KAIR in Atchison and KNZA in Hiawatha with many employees learning about radio while eventually doing some of her own recordings and work. Perry Dexter from Horton HS also did a job shadow learning about all aspects of radio at KNZA in Hiawatha and doing a couple of her own projects. These students were overseen by Neil Weiland – Program Director and Justin Fluke- Station president.</p>
3.	Participated in Job Fairs	<p>July 6th through September 28th 2022 - Various staff, including station president Justin Fluke, announcer Kurt Killman, and program director Brian Hurt attended 10 area County Fairs and Interviewed more than 100 4-H fair participants that aired through out each week of each County Fair. Possible jobs and mentoring programs were discussed with many of these 4H participants.</p> <p>On April 7, 2022 President of Operations, Justin Fluke attended a Student Career Fair. This provided the opportunity for students to meet with broadcasters from across the state and was organized by the Kansas Association of Broadcasters.</p>
4.	Scholarship Program	<p>KLZA and KTNC Participated in the 2022 scholarship program of Nebraska Broadcasters Association. This included a commercial schedule promoting area students apply for these scholarships. KLZA and KTNC personnel also participated in the judging of scholarship applications including Heather Gill – Office Manager and Justin Fluke – station president.</p> <p>KNZA, KMZA and KAIR Participated in the 2022 scholarship program of the Kansas Association of Broadcasters. This participation was overseen by station owner and president Justin Fluke and included airing a commercial schedule encouraging students to apply. Each station aired 90 commercials from 2/1/22 to 4/30/22. Owner Justin Fluke also participated in judging and interview selection process of the scholarships.</p>

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5.	Other Recruitment Initiatives	<p data-bbox="606 285 1869 427">February 12, 2022 - KNZA, Inc General Manager Greg Buser and KMZA staff member Heidi Wolfgang attended the Whine About Winter event in Seneca sponsored by the Seneca Area Chamber /Seneca Downtown Impact. Station programming information and information regarding careers, scholarships and internships was available.</p> <p data-bbox="606 469 1864 574">March 14-15, 2022 -KNZA Program Director Brian Hurt and on air staff conducted the annual Brown County Fair Spotlight Auction. Free on air coverage provided for this fundraiser to support local 4-H. Coverage included interview with 4Hers by Brian Hurt – program director.</p> <p data-bbox="606 617 1885 722">Flyers, provided by the Kansas Association of Broadcasters, about the wide variety of jobs available in the broadcasting business, were passed out by KNZA, Inc. staff members at a variety of many special on-location events in 2022 where we have a presence in community activities.</p> <p data-bbox="606 764 1864 870">October 2 - 8th 2022, KMZA announcer Heidi Wolfgang recorded and aired PSA’s voiced by area 4-H members for National 4-H Week and included discussions and demonstrations of recording equipment and discussions of various jobs at a radio station.</p> <p data-bbox="606 912 1885 1164">On Wednesday, January 18, 2023, a group of five students from Trinity Lutheran School in Atchison, along with their Superintendent, Dr. Steve Hobus, came to the KAIR-FM studios, to record messages promoting activities that were happening at the school in observance of National Lutheran Schools Week, which began on Sunday, January 22nd. The messages were broadcast on KAJR-FM the week of Monday, January 23rd. during the morning hours. While the students were at the station, they were given a brief tutorial on some of the basic operations of the radio station by program director Neil Weiland.</p> <p data-bbox="606 1206 1885 1414">On Wednesday, January 25th, 2023, a group of five students from Saint Benedict Catholic School in Atchison, along with their Superintendent, Kevin Lunsford, came to KAIR-FM to record messages promoting activities that were happening at the school in observance of Catholic Schools Week, which began on Sunday, January 29th. The messages were broadcast on KAIR-FM during the week of January 30th, during the morning hours. While the students were at the station, they were given a brief tutorial on some of the basic operations of the radio from program director Neil Weiland.</p>