

Annual EEO Assessment for the period February 1, 2023 to January 31, 2024

Assessing our EEO Program for the past period, we have continued to insure that all personnel involved in hiring and recruiting are aware of the FCC EEO requirements.

1. We consistently broadcast announcements inviting groups, organizations, and agencies that refer and place employees, to contact us if they wish to be notified when openings occur. These organizations are added to our recruitment sources list, which is quite complete.
2. We will be reviewing the ERS Inc. EEO Policy Statement and make sure that all individuals with the ability to hire, understands and complies with all aspects of the policy.
3. We continue to attend “Job Fairs” and “Career Day “ events for the opportunity to discuss the broadcast business and hand out applications to those that may have an interest in broadcasting.
4. We continue our involvement in the Kansas Association of Broadcasters Scholarship Program monetarily, promoting the availability of the scholarship, and making applications available to interested individuals.
5. We have paid internships available in cooperation with the Kansas Association of Broadcasters.
6. Management has attended EEO Seminars to reinforce the understanding of the EEO requirements.

While we have had no full time openings, we feel confident with our attention to, and fulfillment of the EEO requirements, but will continue to explore any opportunities that avail themselves to make compliance more effective.

EEO Officer



Ron Thomas
General Manager