

KNZA Inc. KNZA. KMZA. KLZA , KTNC & KAIR
 BILLING SERVICES
 P.O. BOX 104
 HIAWATHA, KS 66434-0104

KNZA INC JOB OPENING COMMERCIALS

Advertiser ID: 388 Amount Paid

388-00155-0001	3/28/2021	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

388-00155-0001 O 3/28/2021 1

KNZA INC JOB OPENING COMMERCIALS

Purchase Order Number:
 Est. Number:
 Co-Op:
 Description: KMZA SALES POSITION ADVERTISING S
 Salesperson: Z, FCC / EEO NOTICES

Date	Day	Length	Ad	Qty	Rate	Total
3/1/2021	Mon	:30	KMZA-FM 06:01:40 AM 11:38:35 AM 02:40:41 PM 10:07:40 PM	4	\$0.00	\$0.00
3/2/2021	Tue	:30	KMZA-FM 07:12:37 AM 12:46:56 PM 03:41:25 PM	3	\$0.00	\$0.00

BILLING SERVICES PHONE 785 547-3461 - TOLL FREE 800 247-3461

Payment due by the 15th of the month. If you have a question contact your sales representative at their office.

KNZA Inc stations do not discriminate in the sale of advertising time, and will accept NO advertising which is placed with an intent to discriminate on the basis of race, gender or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, gender, national origin, or ancestry.

Quantity	7	Total	\$0.00
Total Due			\$0.00

INVOICE

KNZA Inc. KNZA, KMZA, KLZA, KTNC & KAIR
 BILLING SERVICES
 P.O. BOX 104
 HIAWATHA, KS 66434-0104

KNZA INC JOB OPENING COMMERCIALS

Advertiser ID: 388	Amount Paid	
388-00156-0001	3/28/2021	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

388-00156-0001 O 3/28/2021 1

KNZA INC JOB OPENING COMMERCIALS

Purchase Order Number:

Est. Number:

Co-Op:

Description: KAIR SALES POSITION ADVERTISING S

Salesperson: Z, FCC / EEO NOTICES

Date	Day	Length	Ad	Qty	Rate	Total
3/1/2021	Mon	:30	KAIR-FM 09:27:31 AM 02:30:56 PM 05:15:23 PM 09:16:57 PM	4	\$0.00	\$0.00
3/2/2021	Tue	:30	KAIR-FM 07:40:19 AM 10:18:06 AM 04:49:04 PM 10:40:24 PM	4	\$0.00	\$0.00

BILLING SERVICES PHONE 785 547-3461 - TOLL FREE 800 247-3461

Payment due by the 15th of the month. If you have a question contact your sales representative at their office.

KNZA Inc stations do not discriminate in the sale of advertising time, and will accept NO advertising which is placed with an intent to discriminate on the basis of race, gender or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, gender, national origin, or ancestry.

Quantity	8	Total	\$0.00
Total Due			\$0.00

INVOICE

KNZA Inc. KNZA. KMZA. KLZA , KTNC & KAIR
 BILLING SERVICES
 P.O. BOX 104
 HIAWATHA, KS 66434-0104

KNZA INC JOB OPENING COMMERCIALS

Advertiser ID: 388 Amount Paid

388-00157-0001	3/28/2021	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

388-00157-0001 O 3/28/2021 1

KNZA INC JOB OPENING COMMERCIALS

Purchase Order Number:

Est. Number:

Co-Op:

Description: KLZA SALES POSITION ADVERTISING S

Salesperson: Z, FCC / EEO NOTICES

Date	Day	Length	Ad	Qty	Rate	Total
3/1/2021	Mon	:30	KLZA-FM 05:01:00 AM 12:14:57 PM 02:38:49 PM 09:21:25 PM	4	\$0.00	\$0.00
3/2/2021	Tue	:30	KLZA-FM 05:39:34 AM 11:20:46 AM 04:50:18 PM 11:01:00 PM	4	\$0.00	\$0.00

BILLING SERVICES PHONE 785 547-3461 - TOLL FREE 800 247-3461

Payment due by the 15th of the month. If you have a question contact your sales representative at their office.

KNZA Inc stations do not discriminate in the sale of advertising time, and will accept NO advertising which is placed with an intent to discriminate on the basis of race, gender or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, gender, national origin, or ancestry.

Quantity	8	Total	\$0.00
Total Due			\$0.00

INVOICE

KNZA Inc. KNZA. KMZA. KLZA , KTNC & KAIR
 BILLING SERVICES
 P.O. BOX 104
 HIAWATHA, KS 66434-0104

KNZA INC JOB OPENING COMMERCIALS

Advertiser ID: 388 Amount Paid

388-00158-0001	3/28/2021	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

388-00158-0001 O 3/28/2021 1

KNZA INC JOB OPENING COMMERCIALS

Purchase Order Number:

Est. Number:

Co-Op:

Description: KTNC SALES POSITION ADVERTISING S

Salesperson: Z, FCC / EEO NOTICES

Date	Day	Length		Qty	Rate	Total
			Ad			
3/1/2021	Mon	:30	KTNC-AM 05:36:05 AM 01:19:07 PM 04:03:30 PM 09:18:35 PM	4	\$0.00	\$0.00
3/2/2021	Tue	:30	KTNC-AM 06:39:59 AM 12:13:20 PM 03:18:12 PM 10:18:27 PM	4	\$0.00	\$0.00

BILLING SERVICES PHONE 785 547-3461 - TOLL FREE 800 247-3461

Payment due by the 15th of the month. If you have a question contact your sales representative at their office.

KNZA Inc stations do not discriminate in the sale of advertising time, and will accept NO advertising which is placed with an intent to discriminate on the basis of race, gender or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, **gender, national origin, or ancestry.**

Quantity	8 Total	\$0.00
Total Due		\$0.00

INVOICE

:30

Cont 597, 2/10-3/2,

IVMLI K

Xmitt T+K
2/9/21

KNZA, INC

SALES POSITION OPENING

Are you competitive? Do you like to set your own schedule and manage your time? Do you want to make more money with a rewarding career helping local businesses?

KNZA, Incorporated group of five locally owned radio stations has an opening for a full time sales representative with an established base.

The opportunity for regular local sports broadcasting and other radio responsibilities are also possible with this job.

The ideal candidate will have strong customer service and relationship building skills and excel in time management and organization with a drive for professional and financial success.

Applications ^{will be} accepted until ^{the} position ^{is} filled. Send ^a resume or get ^{an} application online at www.msnews.net.

KNZA, Incorporated is an equal opportunity employer.



From: Justin Fluke <justinfluke@hotmail.com>
Sent: Monday, January 2, 2023 10:00 AM
To: KNZA, Inc. <knza@rainbowtel.net>; Brian Work <krazapd@rainbowtel.net>; Cathy Nigus <cnigus62906@hotmail.com>; Heather <hjkktnc@yahoo.com>; Heidi Wolfgang <kmzasenecata@gmail.com>; Joseph Curry <joecurry1@yahoo.com>; Killman, Kurt <kurtk04.kk@gmail.com>; Kurt Killman <kurtsherryk@carsnocom.com>; Laura <krazatrfcc@rainbowtel.net>; MSTUDIO <mstudio@rainbowtel.net>; Neil Weiland <neilweiland72@gmail.com>; Nixon, John <sunny1013fm@hotmail.com>; >; "Tollefson, Seth<sethkolleifsonks@gmail.com>; Stocurn, Michael <michaelslocurn@yahoo.com>; Nixon, Bradman, Brandon <bratadtm@gmail.com>; Logan Carpenter <logancarpenter12620@gmail.com>; Sleppy, Jared <jrodsliep@yahoo.com>; Tadtman, Brandon <bratadtm@gmail.com>; Bob <krzanews@rainbowtel.net>; Hagen <radiobr1@gmail.com>; buser, greg <gregbuser@rainbowtel.net>; jakespalding <jakespalding@mscnews.net>; kautz, karla <kkautz5@gmail.com>; >; "Gottula, Randy <rhuserfan1@sentco.net>; Kautz, Gus <guskautz@yahoo.com>; Kautz, Tom <tomkautz@sbcglobal.net>; chance, linck <linck.chance@gmail.com>

Subject: Staff Update

I need to let everyone know that Brian Hurt no longer works for our company. Today was his final day. I plan to run the morning show the next couple mornings (Jake may train and join me) while we formulate a long-term plan. In accordance with KNZA Inc. Equal Employment Opportunity Policy "**KNZA Inc. will widely disseminate information concerning each full-time (30 hours or more) job vacancy, except for vacancies filled in exigent circumstances.**" We do plan to move very quickly in finding a replacement so if you or anyone you know might be interested in applying for the Kanzaland Program Director morning show position, please let me know in the next few days. This full-time job will include live morning show, scheduling and training for on-air staff and all production, music director duties as well as organize and oversee the programming on our stations. Thanks much.

Justin Fluke
President/Owner - KNZA Radio Group
Cell: (620) 886-0581
www.mscnews.net

KNZA, Inc. stations do not discriminate in the sale of advertising time and will accept NO advertising which is placed with intent to discriminate on the basis of race, gender, or ethnicity. Advertiser must certify that it does not buy broadcasting airtime for discriminatory purposes, including but not limited to decisions not to place advertising on a particular station on the basis of race, gender, national origin or ancestry.

Reply Forward

Exhibit D

Recruitment Initiative Documentation



11414 West Center Road
Suite 342
Omaha, Nebraska 68144
(402) 933-5995
Fax: (402) 933-0059

CHAIRMAN OF THE BOARD
Mark Jensen
MWB Broadcasting
Ord/Broken Bow

CHAIRPERSON ELECT
Ami Graham
NRG Media, Lincoln

VICE CHAIRMAN
Dennis Brown
KBPY/KCSR, Chadron

SECRETARY-TREASURER
Shannon Booth
Gray Television, Lincoln

PAST CHAIRMAN
Graig Kinzie
KBRB, Ainsworth

DIRECTORS

Bill Boyer
NE Rural Radio Assoc., Scottsbluff

Lewys Carlini
KOOQ/KELN/KNPQ, North Platte

Kern Dant
KLKN TV, Lincoln

Larry Forsgren
KMTV, Omaha

Jessie Johnson
Platte River Radio, Hastings/Kearney

Janet Noll
Flood Communications, Omaha

Mark Onwiler
KNTK, Lincoln

Jeffrey Steffen
WJAG/KEXL/KQKX, Norfolk

Todd Murphy
Associate Director
Universal Information Services, Omaha

PRESIDENT/EXECUTIVE DIRECTOR
Jim Timm
jimm@ne-ba.org

PRESIDENT EMERITUS
Marty Riemenschneider
marty@ne-ba.org

March 31, 2021

TO: 2021 NBA EEO SCHOLARSHIP SEUs
FR: Jim Timm
RE: 2021 EEO Scholarship winners

The NBA Foundation is pleased to announce that **Wynn Cannon** and **Kylee Sodomka** are our 2021 EEO Scholarship winners. Each will receive a \$2,000.00 scholarship and will be recognized at our annual Hall of Fame banquet during this year's NBA Convention.

We received a total of seven qualified applications this year. Over 40 NBA SEU's participated and submitted their scoring summaries, resulting in the top-two ranking of these applicants as reviewed and approved by our Executive Committee.

You should place this letter - along with the script and affidavits for the spots you aired to promote this program earlier this year - in your proprietary EEO documentation file. Should your station be called upon for an FCC EEO audit, you will be required to supply this as backup documentation showing your participation in the program. Be sure to take credit for your participation in this program in your 2021 EEO Annual Report, which is due in January of 2022.

As a reminder, every two years we solicit contributions from NBA member stations to support our EEO Scholarship Program. Your participation provides you with the opportunity to claim an annual EEO credit.

This completes your required activity for the first year of the two-year cycle you have committed to and already paid for. We will inform you of the 2022 program details and timeline later this year.

Thank you for your support of the NBA EEO Scholarship Program!



214 SW 6th Ave., #300
Topeka KS 66603
(785) 235-1307
allison@kab.net
www.kab.net

Dear KAB Member,

The KAB Foundation is pleased to announce our 2021 Broadcast Scholarship winners. We awarded a total of \$16,000 to seven deserving students!

Name	University	Amount
Max Dutton	Baker University	\$4,000.00
Stephanie Macedo	University of Kansas	\$3,000.00
Preston Wilson	Baker University	\$3,000.00
Tyler Godwin	Pittsburg State	\$2,500.00
Jasper Hawkins	University of Kansas	\$1,500.00
Wesley Hager	Wichita State University	\$1,500.00
Slade Wiley	Butler Community College	\$500.00
	TOTAL	\$16,000.00

Eight stations participated in our EEO scholarship program and submitted scores for our scholars. Station scores for each student were scaled and carried equal weight among the other judging categories.

You should place this letter—along with the script and affidavits for the spots you aired to promote this program earlier this year—in your proprietary EEO documentation file. Should your station be called upon for an FCC EEO audit, you will be required to supply this as backup documentation showing your participation in the program. Be sure to take credit for your participation in this program in your 2021 EEO Annual Report, which is due in January of 2022.

This completes your required activity for the first year of the two-year cycle you have committed to and already paid for. We will inform you of the 2022 program details and timeline later this year.

Thank you for your support of the KAB EEO Scholarship Program!

A handwritten signature in blue ink that reads "Allison Mazzei".

Allison Mazzei
KAB President
allison@kab.net



11414 West Center Road, Suite 342
Omaha, Nebraska 68144
(402) 933-5995
Fax: (402) 933-0059
www.ne-ba.org

CHAIRPERSON OF THE BOARD
Ami Graham
NRG Media, Lincoln

CHAIRMAN ELECT
Dennis Brown
KBPY/KCSR, Chadron

VICE CHAIRPERSON
Shannon Booth
Gray Television, Lincoln

SECRETARY-TREASURER
Jessie Johnson
Flood Communications, Hastings/Kearney

PAST CHAIRMAN
Mark Jensen
MWB Broadcasting, Broken Bow/Ord

DIRECTORS

Bill Boyer
Nebraska Rural Radio Assn., Scottsbluff

Lewys Carlini
Eagle Communications, North Platte

Kern Dant
KLKN TV, Lincoln

Franco Gentile
KPTM/KXVO TV, Omaha

Mark Onwiler
KNTK, Lincoln

Shawn Oswald
KETV, Omaha

Jeffrey Steffen
WJAG/KEXL/KQKX, Norfolk

C. Taylor Walet III
iHeart Media, Omaha

Todd Murphy
Associate Director
Universal Information Services, Omaha

PRESIDENT/EXECUTIVE DIRECTOR
Jim Timm
jim@ne-ba.org

PRESIDENT EMERITUS
Marty Riemenschneider
marty@ne-ba.org

March 28, 2022

TO: 2022 NBA EEO SCHOLARSHIP SEUs

FR: Jim Timm

RE: 2022 EEO Scholarship winners

The NBA Foundation is pleased to announce that **Hannah-Kate Kinney** and **Kylee Sodomka** are our 2022 EEO Scholarship winners. Each will receive a \$2,000.00 scholarship and will be recognized at our annual Hall of Fame banquet during this year's NBA Convention.

We received a total of five qualified applications this year. Over 40 NBA SEU's participated and submitted their scoring summaries, resulting in the top-two ranking of these applicants, as reviewed and approved by our Executive Committee.

You should place this letter - along with the script and affidavits for the spots you aired to promote this program earlier this year - in your proprietary EEO documentation file. Should your station be called upon for an FCC EEO audit, you will be required to supply this as backup documentation showing your participation in the program. Be sure to take credit for your participation in this program in your 2022 EEO Annual Report, which is due in January of 2023.

As a reminder, every other year we solicit contributions from NBA member stations to support our EEO Scholarship Program. Your participation provides you with the opportunity to claim an annual EEO credit.

This completes your required activity for the second year of the two-year cycle you committed to and have already paid for. We will inform you of the 2023-2024 program details and timeline later this year.

Thank you for your support of the NBA EEO Scholarship Program!

Dear KAB Member,

The KAB Foundation is pleased to announce our 2022 Broadcast Scholarship winners. We awarded a total of \$20,000 to eight deserving students!

Name	University	Amount
Max Dutton	Baker University	\$4,500.00
Alyssa Storm	Washburn University	\$4,000.00
Anthony Gorges	Kansas State University	\$4,000.00
Lina Sattarin	Kansas State University	\$2,500.00
Eden Brockman	Kansas State University	\$2,500.00
Aaron Magil	Kansas State University	\$1,000.00
Taylor Nicholson	Baker University	\$1,000.00
Blayne Thornton	Pittsburg State University	\$500.00
	TOTAL	\$20,000.00

Eight stations participated in our EEO scholarship program and submitted scores for our scholars. Station scores for each student were scaled and carried equal weight among the other judging categories.

You should place this letter—along with the script and affidavits for the spots you aired to promote this program earlier this year—in your proprietary EEO documentation file. Should your station be called upon for an FCC EEO audit, you will be required to supply this as backup documentation showing your participation in the program. Be sure to take credit for your participation in this program in your 2022 EEO Annual Report, which is due in January of 2023.

This completes your required activity for this two-year cycle (2021-2022). We will inform you of the 2023-2024 program details and timeline later this year.

Thank you for your support of the KAB EEO Scholarship Program!



Allison Mazzei
KAB President



P.O. Box 104
Hiawatha, KS 66434
785-547-3461
knza@rainbowtel.net



P.O. Box 92
Seneca, KS 66538
785-336-6166
kmza@bbwi.net



1602 Stone St
Falls City, NE 68355
402-245-2453
ktnc@sento.net



1602 Stone St
Falls City, NE 68355
402-245-6010
Sunny101.3fm@yahoo.com



200 N 5th St
Atchison, KS 66002
913-367-1470
kairradio@gmail.com



Regional Expo

Featuring products and services
of area merchants and vendors

Celebrating our 20th Consecutive Year

Saturday, March 19th, 2022
9 am to 3 pm

at the Fisher Community Center
201 East Iowa in Hiawatha, Kansas

- ◆ Tables or Booth Spaces Available
- ◆ **Booths don't include chairs and tables**

Sponsored by

KNZA FM 103.9 - Hiawatha, KS
KMZA FM 92.1 - Seneca, KS
Sunny 101.3 FM - Falls City, NE
KTNC AM 1230 & 107.1 FM- Falls City, NE
KAIR FM 93.7 - Atchison, KS

Call 800-247-3461 for complete
information

Or visit the Promotions section at

www.mscnews.net

Seminar Schedule for 2022 Regional Expo

9:30 Carl Jarboe
Lawn & Garden seminar

11:00 Careers in Broadcasting
Questions & Answer
by Justin Fluke

12:30 Carl Jarboe
Landscaping

*Drawings each Session (must be present)
Sponsored by: Hiawatha Farm & Home

KNZA, INC Will have drawings every hour
(Don't need to be present but must fill out completely)

Sponsored by:

McDonald's - Extra Value Meal Gift card

Sarah Kathryn's Home De'cor & Fabric- \$20.00 Gift
Card

Grand Prize at the end will be a 50" TCL HDTV w/Roku
Sponsored by:

Hiawatha Walmart Supercenter



P.O. Box 104
Hiawatha, KS 66434
785-547-3461
knza@rainbowtel.net



P.O. Box 92
Seneca, KS 66538
785-336-6166
kmza@bbwi.net



1602 Stone St
Falls City, NE 68355
402-245-2453
ktncc@snetco.net



1602 Stone St
Falls City, NE 68355
402-245-6010
Sunny101.3fm@yahoo.com



200 N 5th St
Atchison, KS 66002
913-367-1470
kairradio@gmail.com



Regional Expo

Featuring products and services
of area merchants and vendors

Celebrating our 19th Consecutive Year

Saturday April 10th, 2021
9 am to 3 pm

at the Fisher Community Center
201 East Iowa in Hiawatha, Kansas

- ◆ Tables or Booth Spaces Available
- ◆ **Booths don't include chairs and tables**

Sponsored by

KNZA FM 103.9 - Hiawatha, KS
KMZA FM 92.1 - Seneca, KS
Sunny 101.3 FM - Falls City, NE
KTNC AM 1230 & 107.1 FM- Falls City, NE
KAIR FM 93.7 - Atchison, KS

Call 800-247-3461 for complete
information

Or visit the Promotions section at

www.mscnews.net

Seminar Schedule for 2021 Regional Expo

9:30 Carl Jarboe
Lawn & Garden seminar

11:00 Careers in Broadcasting
Questions & Answer
by Justin Fluke

12:30 Carl Jarboe
Landscaping

*Drawings each Session (must be present)
Sponsored by: Hiawatha Farm & Home

KNZA, INC Will have drawings every hour
(Don't need to be present but must fill out completely)

Sponsored by:

McDonald's - Extra Value Meal Gift card

Sarah Kathryn's Home De'cor & Fabric- \$20.00 Gift
Card

Grand Prize at the end will be a 50" TCL HDTV w/Roku
Sponsored by:

Hiawatha Walmart Supercenter



214 SW 6th Ave., #300
Topeka KS 66603
(785) 235-1307
allison@kab.net
www.kab.net

October 11, 2021

Justin Fluke

This letter certifies that one or more hiring managers from **KNZA Radio Group** attended an Employment seminar sponsored by the Kansas Association of Broadcasters on Monday, October 4, 2021, during the Annual KAB Convention in Wichita.

Entitled "The What and Why of Diversity and Inclusion," this seminar was prepared and presented by LaShonda Garnes, founder of LG Consulting and SVP, director of inclusion, equity and diversity at Fidelity Bank.

This session examined the steps organizations need to consider when building a diversity strategy, with tips on how to create a business case and how to build a customized diversity plan for a broadcast station. Garnes also shared best practices and emerging trends in the Diversity, Equity and Inclusion space.

The KAB arranged this seminar to assist our member stations' general and hiring managers through continuing education to help maintain compliance with the rules and regulations of the Equal Opportunity Employment Commission and the Federal Communications Commission.

Sincerely,

Allison Mazzei

Allison Mazzei
KAB President
allison@kab.net

