

KNZA Inc.
P.O. Box 104
Hiawatha, KS 66434

December 13, 2024

VIA OPIF

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

Re: 2023 EEO Audit of Station KTNC, Falls City, Nebraska

Dear Ms. Goldin:

KNZA Inc. (“Licensee”), licensee of KTNC, Falls City, Nebraska (Facility ID No. 8081) (“KTNC”), hereby responds to your EEO Audit Letter dated October 30, 2023 (“Audit Letter”). KTNC operates in a station employment unit (the “Unit”) with the following stations (collectively, the “Stations”):

KAIR(FM), Horton, Kansas (Facility ID No. 33397)
KLZA(FM), Falls City, Nebraska (Facility ID No. 35286)
KNZA(FM), Hiawatha, Kansas (Facility ID No. 35285)
KMZA(FM), Seneca, Kansas (Facility ID No. 35287)

The Unit has five (5) or more full-time employees. Accordingly, Licensee hereby submits the following statements and documents in response to Section 2(b) of the Audit Letter:

1. **Public File Reports.** Copies of the Unit’s two (2) most recent EEO Public File Reports, as described in Section 73.2080(c)(6) of the Commission’s rules, for the periods covering February 1, 2021 to January 31, 2022 (the “First Reporting Period”) and February 1, 2022 to January 31, 2023 (the “First Reporting Period” and “Second Reporting Period,” together, the “Audit Period”) are attached hereto as **Exhibits A** and **B**, respectively.

2. **Website Information.** The websites for the Stations are as follows:

<u>Station</u>	<u>Website</u>
KTNC	http://www.ktnradio.com/
KAIR	http://www.kairfm.com/
KLZA	http://www.sunny1013.com/
KNZA	http://www.knzafm.com/
KMZA	http://www.kmzafm.com/

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The Unit's most recent EEO Public File Report (i.e., the 2022-2023 EEO Public File Report) has been posted to each Station's website, as required by Section 73.2080(c)(6) of the Commission's rules.

3. **Information Regarding Vacancies.** As required by Section 73.2080(c)(5)(vi) of the Commission's rules, the date of hire for each vacant position filled during the Audit Period is provided in the EEO Public File Reports attached hereto as **Exhibits A** and **B**. Copies of all available communications retained by the Unit announcing the vacancies for the full-time positions filled during the Audit Period, as described in Section 73.2080(c)(5)(iii) of the Commission's rules are attached hereto as **Exhibit C**. The Unit also aired vacancy-specific notices for some vacancies. **Exhibit C** contains the text of such notices.

4. **Total Number of Interviewees and Referral Sources.** As required by Section 73.2080(c)(5)(v) of the Commission's rules, the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the Audit Period are provided in the EEO Public File Reports attached hereto as **Exhibits A** and **B**.

5. **Documentation of Recruitment Initiatives.** The Unit personnel involved in each recruitment initiative performed during the Audit Period is reflected in the EEO Public File Reports attached hereto as **Exhibits A** and **B**. Documentation of the Unit's recruitment initiatives, as described in Section 73.2080(c)(2) of the Commission's rules, is provided in **Exhibit D** attached hereto.

The Unit's current total number of full-time employees is fifteen (15). The Stations operate outside of all metropolitan areas as defined by the Office of Management and Budget. Therefore, the Unit is required to perform two (2) recruitment initiatives within a two-year period pursuant to Section 73.2080(c)(2) and (e)(3) of the Commission's rules.

6. **Discrimination Complaints.** There are no pending or resolved complaints alleging unlawful discrimination in the employment practices of the Unit during the current license term.

7. **Management's EEO Responsibilities.** The Unit's management is responsible for knowing and complying with the Unit's EEO policies, and ensuring that the Unit's hiring supervisors comply with the EEO policies. The Unit's management is informed of EEO requirements by reviewing written materials from various broadcast associations, other industry publications, and the Unit's legal counsel. The fact that the Unit is an EEO employer is posted at each Station and is contained on printed employment applications and other forms.

8. **Analysis of EEO Program's Effectiveness.** The Unit periodically reviews its EEO policies and program for compliance and effectiveness. Unit employees involved in hiring

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attempt to stay abreast of FCC outreach requirements. When the Unit becomes aware of organizations that could refer potential employees to the Stations, they are added to the Unit's list of recruitment sources.

9. **Analysis of Benefits and Promotions.** Licensee strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the Unit provides equal opportunities to all employees and applicants.

Licensee is not party to any union agreements pertaining to the Stations.

10. **Religious Broadcaster.** Licensee is not a religious broadcaster.

11. **Time Brokerage Agreements.** None of the Stations are subject to a time brokerage agreement.

Please address any questions concerning this letter to Licensee's counsel, David Oxenford, of Wilkinson Barker Knauer, LLP, who can be reached at (202) 383-3337 or doxenford@wbklaw.com.

I declare under penalty of perjury that the foregoing is true and correct. Executed on December 13, 2023.

Respectfully submitted,



Justin Fluke
President

Enclosures

Exhibit A

2021-2022 EEO Public File Report

2021 KNZA Inc. Annual EEO Public File Report

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080©(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community	Fin
KAIR(FM)	Horton, Kansas	33397
KNZA(FM)	Hiawatha, Kansas	35285
KLZA(FM)	Falls City, Nebraska	35286
KMZA(FM)	Seneca, Kansas	35287
KTNC(AM)	Falls City, Nebraska	8081

The information contained in this Annual EEO Report covers the time period from February 1, 2021, to and including, January 31, 2022 (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

Section 1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period.

Section 2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified.

Section 3. The recruitment source that referred the candidate for each full-time vacancy filled during the Applicable Period.

Section 4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

Section 5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was filed online on February 1, 2022, and posted on the stations' web sites, in accordance with the FCC's EEO Rules.

SECTION 1: Full-time Job Openings Filled During This Period

Time Period Covered: February 1, 2021 through January 31, 2022

Stations in Employment Unit: KAIR (FM), KNZA (FM), KLZA (FM), KMZA (FM), KTNC (AM)

<u>Full-time Position Filled with Job Title and Date Filled</u>	<u>Recruitment Source that Referred the Person Hired</u>
Sports/Sales Position August 2 2021	Kansas Assoc. of Broadcasters Employment Website

SECTION 2: Recruitment Sources

Time Period Covered: February 1, 2021 through January 31, 2022

Stations in Employment Unit: KAIR (FM), KNZA (FM), KLZA (FM), KMZA (FM), KTNC (AM). The following sources to be used to fill any vacancies:

<u>Recruitment Source (Name, Address, Telephone Number, Contact Person)</u>	<u>Total Number of Interviewees This Source Has Provided During This Period</u>	<u>Full-time Positions for Which This Source Was Utilized</u>
Internal Station Postings	2	1
Station Web Site Postings www.mscnews.net	0	1
On-Air Recruitment Ads: KNZA (FM 103.9) KMZA (FM 92.1) KLZA (FM 101.3) KTNC (AM 1230) KAIR (FM 93.7)	1	1
AllAccess.com Website	7	1

<p>Washburn University Tracy Horacek 1700 SW College Ave Topeka, KS 66621 tracy.horacek@washburn.edu (785) 670-1836 Fax # (785) 670-1234 www.washburn.edu/services/career</p>	0	1
<p>Nebraska Workforce Development 5752 Ames Drive Omaha, NE 68134 (402) 873-3384 Fax # (402) 873-3384 susan.baumann@nebraska.gov</p>	0	1
<p>Benedictine College Marketing & Communications Dr. Kevin Page 1020 N 2nd St Atchison, KS 66002 kpage@benedictine.edu (913) 360-7464</p>	0	1
<p>Highland Community College Ilene 785-442-3010 Student Life>Employer Post</p>	0	1
<p>NEK-CAP, Inc. Phyllis Shaefer PO Box 380 Hiawatha, KS 66434 Phone: (785) 742-2222 ext. 455 Fax: (785) 742-2164 pshaefer@nekcapp.org</p>	0	1
<p>Kansas Association of Broadcasters 785-235-1307 Allison@kab.net www.kab.net/JobBank/JobSearch</p>	1	1

Nebraska Broadcasters Website Jim Timm, President/Executive Director Jim@ne-ba.org Nebraska Broadcasters Association 12020 Shamrock Plaza, Suite 200 Omaha, NE 68154 402-933-5995 www.nebraskabroadcasters.com	0	1
Kansas Works Lawrence Workforce Center Shauna Downing 2920 Haskell Ave Suite 2 Lawrence, KS 66046 785-840-9675 www.kansasworks.com sdowning@kansasworks.com	0	1
HANDSHAKE COLLEGE JOB POSTINGS: handshake@notifications.joinhandshake.com	0	1
Roanoke College, Courtney Padgett, 221 College LN, Salem VA 24153 540-375-2500		
Butler Community College, Aletra Chaney-Profit 901 S Haverhill Rd. El Dorado, KS 67042 316-321-2222	0	1
Norfolk State University, Yogeswari Saddanathan 700 Park Ave Norfolk, VA 23504 757-276-3816	0	1
Missouri State University, Jean Foster 901 S National Ave Springfield, MO 65897 417-836-5000	0	1
Kansas State University, Colmuba Herrera-Gonzalez 119 Anderson Hall Manhattan, KS 66506 785-532-6011	0	1

Colorado State University, Rita Livits 1062 Campus Delivery Fort Collins, CO 80523 970-491-6444	0	1
Emporia State University, Karla Olson 1 Kellogg Cir Emporia, KS 66801 620-341-5465	0	1
Drake University, Leah Berte 2507 University Ave Des Moines, IA 50311 515-271-2011	0	1
Bradley University, Lisa Hinthorn 1501 W Bradley Ave Peoria, IL 61625 309-676-7611	0	1
University of Missouri KC 5000 Holmes St Kansas City, Mo 64110 816-235-1000	0	1
Fort Hays State, Millie Schuster 600 Park St Hays, KS 67601 785-628-4260 careers@fhsu.edu	0	1
Missouri Western State University 4525 Downs Dr St. Joseph, MO 64507 816-271-4200	0	1
Beloit College 700 College St Beloit, WI 53511 608-363-2000	0	1
Concordia University Nebraska 800 North Columbia Ave Seward, NE 68434 402-643-3651	0	1

Friends University 2100 W University Ave Wichita, KS 67213 316-295-5000	0	1
Letter of Inquiry	0	0
In-Person Inquiry	0	0
Telephone Inquiry	0	0
Word of Mouth	0	0
Walk-in	0	0

SECTION 3: The recruitment source that referred the hiree for each full time vacancy.

There was one full time vacancy filled during the calendar year of 2021.

Sports/Sales position.	Filled August 2, 2021	Referred from Kansas Association of Broadcasters Employment Website
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SECTION 4: Data reflecting the total number of persons interviewed for Full Time Vacancies and recruitment source.

Number interviewed for Full Time Sports/Sales Position, 3.

Internal Station Posting referrals, 2.

Kansas Association of Broadcasters Employment Website referrals, 1.

SECTION 5: Community Outreach Activities

Time Period Covered: February 1, 2021 through January 31, 2022

Stations in Employment Unit: KAIR (FM), KNZA (FM), KLZA (FM), KMZA (FM), KTNC (AM).

COMMUNITY EVENTS

February 13, 2021 - KNZA, Inc General Manager and KMZA staff member 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.

April 10, 2021 - KNZA, Inc. hosted the 19th Annual Regional Expo: General Manager, program directors, sports directors, news, office and 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.

March 15 - 16, 2021 - KNZA Program Director and on air staff conducted the annual Brown County Fair Spotlight Auction. Free on air coverage provided for this fundraiser.

July through September 2021 - Various staff attended 10 area County Fairs and interviewed 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 participants.

October 3 - 9th 2021, KMZA 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.

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 2021 where we have a presence in community activities.

PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS

KLZA and KTNC Participated in the 2021 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.

KNZA, KMZA and KAIR Participated in the 2021 scholarship program of the Kansas Association of Broadcasters. This participation was overseen by Vice President of operations and included airing a commercial schedule encouraging students to apply. Each station KNZA, KAIR and KMZA aired 91 commercials from 2/1/21 to 4/30/21. VP of Operations then participated in the judging of the scholarship applications.

Vice President of operations participated in the Kansas Association of Broadcasters Employment Seminar on October 4, 2021 at the KAB Convention in Wichita. This seminar was arranged by the KAB to assist 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.

On April 8, 2021 Vice President of Operations attended a Virtual 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.

September of 2021 through December 2021, our radio stations have 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, Valley Falls and Horton. 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.

TRINITY LUTHERAN SCHOOL STUDENTS RECORD MESSAGES AT KAIR-FM
On Wednesday, January 19th, 2022, a group of five students from Trinity Lutheran School in Atchison, along with their Superintendent, 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 January 24th. The messages aired during the week of January 24th, during the morning hours on KAIR-FM. While the students were at the station, they were given a brief tutorial on some of the basic operations of the radio station and answered questions about various job positions.

SAINT BENEDICT CATHOLIC SCHOOL STUDENTS RECORD MESSAGES AT KAIR-FM

On Wednesday, January 26th, 2022, a group of five students from Saint Benedict Catholic School in Atchison came to KAIR-FM to record messages promoting activities that were happening at the school in observance of Catholic Schools Week, which began on January 31st. The messages aired during the week of January 31st, during the morning hours on KAIR-FM. While the students were at the station, they were given a brief tutorial on some of the basic operations of the radio station and answered questions about various job positions.

ACTIVE PROMOTION TO THE PUBLIC TO INFORM AND EDUCATE

KNZA Inc. stations air promotional announcements about careers in broadcasting each week on a recorded schedule. These announcements promote visiting the KAB Web site for more information about on line job openings. These announcements are aired each month year round and amounted to 364 announcements per each station KNZA, KAIR, KMZA, KLZA and KTNC for 2021.

KNZA Inc. stations air Advisory Notice announcements each week on a recorded schedule requesting employment sources to contact us to be added to our jobs notification list. These announcements are aired each month year round and amounted to 364 announcements per each station KNZA, KAIR, KMZA, KLZA, and KTNC for 2021.

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(Amended) Recruitment Initiatives

#	Recruitment Initiative	Description
1.	Hosted Job Fair	<p>April 10, 2021 - KNZA, Inc. hosted the 19th Annual Regional Expo: General Manager Greg Buser, program directors Brian Hurt and Neil Weiland, 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.	Participated in Job Fairs	<p>July 5th through September 30th, 2021 - Various staff including program directors Brian Hurt and Neil Weiland, VP Justin Fluke, announcer Kurt Killman and others attended 10 area County Fairs and interviewed more than 100 4-H fair participants that aired throughout each week of each County Fair during this period. Possible jobs and mentoring programs were discussed with many of these participants.</p> <p>April 8, 2021 – Vice President of Operations Justin Fluke attended a Virtual 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>
3.	Scholarship Program	<p>KLZA and KTNC Participated in the 2021 scholarship program of Nebraska Broadcasters Association. This included a commercial schedule promoting area students apply for these scholarships. KLZA and KTNC personnel including VP Justin Fluke and Falls City station manager Heather Gill also participated in the judging of scholarship applications.</p> <p>KNZA, KMZA and KAIR Participated in the 2021 scholarship program of the Kansas Association of Broadcasters. This participation was overseen by Vice President of Operations Justin Fluke and included airing a commercial schedule encouraging students to apply. Each station KNZA, KAIR and KMZA aired 91 commercials from 2/1/21 to 4/30/21. VP of Operations Justin Fluke then participated in the judging of the scholarship applications.</p>

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#	Recruitment Initiative	Description
4.	Management EEO/Discrimination Training	Vice President of operations Justin Fluke participated in the Kansas Association of Broadcasters Employment Seminar on October 4, 2021 at the KAB Convention in Wichita. This seminar was arranged by the KAB to assist 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.
5.	Internship Program	September of 2021 through December 2021, our radio stations have 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. Students were overseen during internship by station VP Justin Fluke.
6.	Other Recruitment Initiatives	<p>TRINITY LUTHERAN SCHOOL STUDENTS RECORD MESSAGES AT KAIR-FM: On Wednesday, January 19, 2022, a group of five students from Trinity Lutheran School in Atchison, along with their Superintendent, 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 January 24, 2022. The messages aired during the week of January 24, 2022, during the morning hours on KAIR-FM. 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 and answered questions about various job positions.</p> <p>SAINT BENEDICT CATHOLIC SCHOOL STUDENTS RECORD MESSAGES AT KAIR-FM: On Wednesday, January 26, 2022, a group of five students from Saint Benedict Catholic School in Atchison came to KAIR-FM to record messages promoting activities that were happening at the school in observance of Catholic Schools Week, which began on January 31st. The messages aired during the week of January 31st, during the morning hours on KAIR-FM. While the students were at the station, they were given a</p>

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#	Recruitment Initiative	Description
		<p>brief tutorial on some of the basic operations of the radio station by program director Neil Weiland and answered questions about various job positions.</p> <p>February 13, 2021 - KNZA, Inc General Manager Greg Buser and KMZA announcer 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>October 3-9, 2021, KMZA (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>March 15 - 16, 2021 - KNZA Program Director Brian Hurt and on air staff including VP Justin Fluke, announcer Kurt Killman, and GM Greg Buser conducted the annual Brown County Fair Spotlight Auction. Free on air coverage provided for this fundraiser and several 4H participants were interviewed.</p>

Exhibit B

2022-2023 EEO Public File Report

2022 KNZA Inc. Annual EEO Public File Report

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080©(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community	Fin
KAIR(FM)	Horton, Kansas	33397
KNZA(FM)	Hiawatha, Kansas	35285
KLZA(FM)	Falls City, Nebraska	35286
KMZA(FM)	Seneca, Kansas	35287
KTNC(AM)	Falls City, Nebraska	8081

The information contained in this Annual EEO Report covers the time period from **February 1, 2022, to and including, January 31, 2023** (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

- Section 1. A list of all full-time vacancies filled by the Stations during the Applicable Period.
- Section 2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified.
- Section 3. The recruitment source that referred the candidate for each full-time vacancy filled during the Applicable Period.
- Section 4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
- Section 5. A list & brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the stations during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was filed online on February 1, 2022, and posted on the stations’ web sites, in accordance with the FCC’s EEO Rules.

SECTION 1: Full-time Job Openings Filled During This Period
 Time Period Covered: **February 1, 2022 through January 31, 2023**
 Stations in Employment Unit: **KAIR (FM), KNZA (FM), KLZA (FM), KMZA (FM), KTNC (AM)**

<u>Full-time Position Filled with Job Title and Date Filled</u>	<u>Recruitment Source that Referred the Person Hired</u>
Announcer Position June 11 th , 2022	Radio Advertisement
Sports/Sales Position August 15 th 2022	Radio Advertisement
Sports Broadcaster August 17 th , 2022	STAA
Program Director January 18 th , 2023	Internal Station - Promotion

SECTION 2: Recruitment Sources

Time Period Covered: **February 1, 2022 through January 31, 2023**

Stations in Employment Unit: **KAIR (FM), KNZA (FM), KLZA (FM), KMZA (FM), KTNC (AM).**

The following sources to be used to fill any vacancies:

<u>Recruitment Source (Name, Address, Telephone Number, Contact Person)</u>	<u>Total Number of Interviewees This Source Has Provided During This Period</u>	<u>Full-time Positions for Which This Source Was Utilized</u>
Internal Station Postings	3	4
Station Web Site Postings www.msnews.net	1	3
On-Air Recruitment Ads: KNZA (FM 103.9) KMZA (FM 92.1) KLZA (FM 101.3) KTNC (AM 1230) KAIR (FM 93.7)	2	3
AllAccess.com Website	0	2
Sports Talent Agency of America STAA Talent 1 <i>Phone: 847-441-5724 Fax: 847-441-5724 Website: www.staa.com</i>	1	1
Washburn University Tracy Horacek 1700 SW College Ave Topeka, KS 66621 tracy.horacek@washburn.edu (785) 670-1836 www.washburn.edu/services/career	0	3
Nebraska Workforce Development 5752 Ames Drive Omaha, NE 68134 (402) 873-3384 susan.baumann@nebraska.gov	0	3
Benedictine College Marketing & Communications Dr. Kevin Page 1020 N 2 nd St Atchison, KS 66002 kpage@benedictine.edu (913) 360-7464	1	3

<u>Recruitment Source (Name, Address, Telephone Number, Contact Person)</u>	<u>Total Number of Interviewees This Source Has Provided During This Period</u>	<u>Full-time Positions for Which This Source Was Utilized</u>
Highland Community College Ilene 785-442-3010 Student Life>Employer Post	0	3
NEK-CAP, Inc. PO Box 380 Hiawatha, KS 66434 Phone: (785) 742-2222 ext. 455	0	3
Kansas Association of Broadcasters 785-235-1307 Allison@kab.net www.kab.net/JobBank/JobSearch	1	3
Nebraska Broadcasters Association Website Jim Timm, President/Executive Director Jim@ne-ba.org 12020 Shamrock Plaza, Suite 200 Omaha, NE 68154 402-933-5995 www.nebraskabroadcasters.com	0	3
Kansas Works Lawrence Workforce Center Shauna Downing 2920 Haskell Ave Suite 2 Lawrence, KS 66046 785-840-9675 www.kansasworks.com sdowning@kansasworks.com	0	3
HANDSHAKE COLLEGE JOB POSTINGS: handshake@notifications.joinhandshake.com	0	3
Missouri State University, Jean Foster 901 S National Ave Springfield, MO 65897 417-836-5000	0	3
Kansas State University, Colmuba Herrera-Gonzalez 119 Anderson Hall Manhattan, KS 66506 785-532-6011	0	3
Emporia State University, Karla Olson 1 Kellogg Cir Emporia, KS 66801 620-341-5465	0	3

<u>Recruitment Source (Name, Address, Telephone Number, Contact Person)</u>	<u>Total Number of Interviewees This Source Has Provided During This Period</u>	<u>Full-time Positions for Which This Source Was Utilized</u>
University of Missouri KC 5000 Holmes St Kansas City, Mo 64110 816-235-1000	0	3
Fort Hays State, Millie Schuster 600 Park St Hays, KS 67601 785-628-4260 careers@fhsu.edu	0	3
Missouri Western State University 4525 Downs Dr St. Joseph, MO 64507 816-271-4200	0	3
Friends University 2100 W University Ave Wichita, KS 67213 316-295-5000	0	3
Falls City Chamber of Commerce Newsletter/Website https://fallscityareachamber.com Falls City, NE 68355 Phone: 402-245-4228	0	3
Holton/Jackson County Chamber of Commerce 104 W 5th St. Holton, KS 66436 P: 785-364-3963 https://exploreholton.com/	0	3
Letter of Inquiry	0	0
In-Person Inquiry	0	0
Telephone Inquiry	0	0
Word of Mouth	0	0
Walk-in	0	0

SECTION 3: The recruitment source that referred the hiree for each full time vacancy.

There were four full time vacancies filled during the this period.

Announcer Position	June 11 th , 2022	Radio Advertisement
Sports/Sales Position	August 15 th 2022	Radio Advertisement
Sports Broadcaster	August 17 th , 2022	STAA
Program Director	January 18 th , 2023	Internal Station - promotion

SECTION 4: Data reflecting the total number of persons interviewed for Full Time Vacancies and recruitment source.

Total Number interviewed for four Full Time Positions, 9.

Internal Station =3, Radio on air ads = 2, Station MSC Website =1, KAB Website =1, Benedictine College =1, STAA =1.

SECTION 5: Community Outreach Activities

Time Period Covered: **February 1, 2022 through January 31, 2023**

Stations in Employment Unit: KAIR (FM), KNZA (FM), KLZA (FM), KMZA (FM), KTNC (AM).

COMMUNITY EVENTS

February 12, 2022 - KNZA, Inc General Manager and KMZA staff member 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.

March 19th, 2022 - KNZA, Inc. hosted the 20th Annual Regional Expo: General Manager, program directors, sports directors, news, office and 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.

March 14-15, 2022 -KNZA Program Director and on air staff conducted the annual Brown County Fair Spotlight Auction. Free on air coverage provided for this fundraiser to support local 4H.

June 13th 2022 - August 19th, 2022 - College Student Internship - Hannah Owens. 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.

July through September 2022 - Various staff attended 10 area County Fairs and interviewed 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 participants.

October 2 - 8th 2022, KMZA 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.

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.

PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS

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.

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 and included airing a commercial schedule encouraging students to apply. Each station aired 90 commercials from 2/1/22 to 4/30/22. Owner also participated in judging and interview selection process of the scholarships.

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, Valley Falls and Horton. 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.

On April 7, 2022 President of Operations 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.

September 1st, 2022 through current January 2023 our radio stations are working with seven high school students that are interested in broadcasters careers at Jackson Heights, Holton and Hiawatha High Schools. 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.

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.

On Wednesday, January 18th, 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 KAIR-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.

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.

ACTIVE PROMOTION TO THE PUBLIC TO INFORM AND EDUCATE

KNZA Inc. stations air promotional announcements about careers in broadcasting each week on a recorded schedule. These announcements promote visiting the KAB Web site for more information about on line job openings. These announcements are aired each month year round and amounted to 364 announcements per each station KNZA, KAIR, KMZA, KLZA and KTNC for 2022.

KNZA Inc. stations air Advisory Notice announcements each week on a recorded schedule requesting employment sources to contact us to be added to our jobs notification list. These announcements are aired each month year round and amounted to 364 announcements per each station KNZA, KAIR, KMZA, KLZA, and KTNC for 2022.

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

Supplemental Vacancy, Interviewee, and Referral Source Information

<u>#</u>	<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

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

(Amended) Recruitment Initiatives

#	Recruitment Initiative	Description
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 1 51\ 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 Proffitt and Kyson Proffitt), 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>

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

#	Recruitment Initiative	Description
		<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>

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

#	Recruitment Initiative	Description
5.	Other Recruitment Initiatives	<p>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>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>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>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>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>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>

Exhibit C

Vacancy Announcement Documentation

Home View Help All folders ← timm job listing

Delete Archive Report Move to Reply Read / Unread Flag / Unflag Categorize Pin / Unpin



✕ < >
RE: Job Listing
 JT Jim Timm <jim@ne-ba.org>
 To: You

Start reply with: Thank you! You too! Thank you so much! I really appreciate it! Great, thank you so much!
 Fri 2/19/2021 1:35 PM

Hi Justin,

This is now posted: <https://ne-ba.org/jobs/sales-and-sports-klza-ktnc-falls-city/>

Best wishes in your search. Have a nice weekend.

Jim

From: Justin Fluke <justinfluke@hotmail.com>
Sent: Friday, February 19, 2021 12:40 PM
To: Jim Timm <jim@ne-ba.org>
Subject: Job Listing

Hello Jim,
 Happy Friday and I hope you are thawing out! We have a new "sales and sports" job opening for KLZA and KTNC in Falls City, Nebraska. Can you post this for me? Thanks much.

Competitive? KNZA, Incorporated - A group of five locally owned radio stations in Northeast Kansas and Southeast Nebraska (Falls City) has an opening for a full-time sales representative with an established base.

In addition, our stations cover nearly 50 local high schools every week and broadcast as many as seven live games per night. 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 accepted until position filled. Send resume and application to knza@rainbowtel.net or call (785) 547-4361. You can also see job listing and link to online application at www.msnews.net.

KNZA, Incorporated is an equal opportunity employer.

Justin Fluke

Site Administrator



Carpenter hire

Home Content Reports Add K About Us Help/Feedback

Edit Job listing

Business Name KNZA, Inc

Job Title On Air Announcer Position

Category Accounting Add Category

Job Type
Part Time
Full Time (selected)
Temporary

Contact Name Justin Fluke

Address 1828 US Hwy 73

City Hiawatha

State Kansas

Zip 66434

Telephone 17855473461

Fax

Email knza@rainbowtel.net

Website mscnews.net

Listing Type Regular Listing \$35.00 per week

Blind Box Listing \$60.00 per week

Start Time 05/16/2022

End Time 05/30/2022

Job Description

Form with fields for Styles, Format, and Source.

KNZA, INC has an opening for a full-time announcer position. This job will include both live and voice-tracked on-air shifts as well as creating liners and imaging for all five of our local radio stations. Primarily a 10 AM - 6 PM weekday position, this job will require some evenings an occasional Saturday shifts as a board op as well as daily commercial production and copywriting. As a compelling on-air personality, you will have the flexibility to build your own brand and show around our established local community mindset. Talent will be credible and share updates & stories while entertaining and engaging with our loyal audience on a daily basis. Job does include paid time off and benefits. Send application and resume to knza@rainbowtel.net or call Justin Fluke or Brian Hurt for more information at (785) 547-3461. KNZA, INC is an equal opportunity employer. <http://www.msnews.net/jobs/>

Keywords

Example: bank, loan, accounting, account

250 characters left

Submit

KNZA, INC Radio Group has a unique position available for a marketing consultant with a solid base of existing business. This full time opening for an account executive will serve current customers that have grown to rely on our local stations and acquire new business clients. The right person will enjoy making connections, discovering needs, and developing custom marketing solutions.

The biggest perks include flexible work hours and setting your own schedule with the opportunity to earn unlimited commission on all sales getting rewarded for your efforts. Our five local radio stations and added streams are well established as market leaders and well as informational websites that average more than 2.2 million visits per month.

Must be a motivated, creative, enthusiastic, self-starter who is able to work effectively within a team environment as well as independently. You should have excellent oral and written communication skills and be extremely organized.

Success depends on ability to work with business owners, marketing managers, and community leaders, to help them grow through marketing opportunities available including radio commercials, digital marketing placement, event planning and promotion, social audio and streaming, print, and other forms of advertising we offer.

Keywords

Example: bank, loan, accounting, account

250 characters left

Must be a motivated, creative, enthusiastic, self-starter who is able to work effectively within a team environment as well as independently. You should have excellent oral and written communication skills and be extremely organized.

Success depends on ability to work with business owners, marketing managers, and community leaders, to help them grow through marketing opportunities available including radio commercials, digital marketing placement, event planning and promotion, social audio and streaming, print, and other forms of advertising we offer.

We train, and pay for training, to help prepare you for this job. We make sure you have and understand all the packages and materials that you need. We go with employees on introductory sales calls and meetings. We provide ongoing assistance with regular meetings, goal-setting and planning, and help prospect and close deals - always being available to you with support and decisions that are made locally.

Full time job does not require but has options for on-air work, including DJ shifts, news reporting, sports play-by-play broadcasting.

Interested? Contact Justin Fluke with KNZA Radio Group. P: (785) 547-3461. Email resume or application to knza@rainbowtel.net KNZA, Incorporated is an equal opportunity employer.

Keywords

Example: bank, loan, accounting, account

250 characters left

Submit

Site Administrator



Many Signals Communications

Sleepy Hire

Logged in as dj_fluke [Logout]

Home Content Reports Add Reports Add Category

Edit Job listing

Business Name KNZA Radio Group

Job Title Sports Broadcasting and Sales

Category Accounting Add Category

Job Type
Part Time
Full Time (selected)
Temporary

Contact Name Justin Fluke

Address 1828 US HWY 73

City Hiawatha

State KS

Zip 66434

Telephone 785-547-3461

Fax

Email knza@rainbowtel.net

Website www.mscnews.net

Listing Type Regular Listing \$35.00 per week

Blind Box Listing \$60.00 per week

Start Time 07/13/2022

End Time 07/27/2022

Job Description

Rich text editor area with text, bold, italic, link, and source options.

This full time job is for someone that is competitive and likes to win!
And also enjoys sports and making money!

We are hiring a full time sports broadcaster and sales person at KNZA Radio Group. Based in Hiawatha, Kansas we are a locally owned group of five stations covering 13 counties and nearly 50 schools in Northeast Kansas as well as Southeast Nebraska and Northwest Missouri.

Our stations broadcast more than 500 live high school games each year on radio and also with added video streams online. In addition to daily sportscast and dedicated websites with schedules, results and information for all of these schools, we do weekly coaches shows, area wide preview shows and scoreboard shows and produce 80 page sports preview magazines.

The sports position will be combined with sales that includes taking over existing annual accounts while also building new relationships and selling the radio, print, digital and social media advertising products our company offers.

Call Justin Fluke at (785) 547-3461 or send resume and application to justinfluke@msscnews.net
KNZA Radio Group, INC offers a benefit package and is an equal opportunity employer.

body p

Keywords

Example: bank, loan, accounting, account

250 characters left

Submit

CUSTOMER NAME KNZA, INC CO-OP NAME _____
 BILLING ADDRESS _____ AGENCY NAME _____
 CITY, STATE, ZIP _____ CONTACT NAME _____
 EMAIL _____

Logan

PHONE NUMBER (____) _____ - _____ FAX NUMBER (____) _____ - _____
 SALES PERSON _____ PRODUCT CODE _____ SEND CONFIRMATION? YES
 ELECTRONIC INVOICE? YES ID NUMBER _____

BILLING: NET LOCAL GROSS AGENCY % _____ EOS TRADE POLITICAL

BILLING NOTE Help Wanted - on-air announcer

STATION	CART	###	LEN	START DATE	END DATE	START TIME	END TIME	RATE	M	T	W	T	F	S A	S U
<u>NM/TK</u>	1	<u>538</u>	<u>:30</u>	<u>5/25/22</u>	<u>6/1/22</u>	<u>TAP</u>		<u>-</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>
	2														
	3														
	4														
	5														
	6														

BILL STATION	START DATE	END DATE	RATE	SPECIAL INSTRUCTIONS
7				
8				

AGREEMENT WITH KNZA, INC.

X _____ 1. 24 @ - = - 7. _____ @ _____ = _____
 CASH CHECK CHARGE 2. _____ @ _____ = _____ 8. _____ @ _____ = _____
 3. _____ @ _____ = _____ TOTAL SPOTS 120 REVENUE 0
 4. _____ @ _____ = _____
 5. _____ @ _____ = _____
 6. _____ @ _____ = _____

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.

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

Order #: **388-00167**
 Description: KNZA HELP WANTED - ON-AIR ANNOUNCER
 Date Entered: 5/24/2022
 P.O.#:
 Salesperson: Z, FCC / EEO NOTICES
 Invoice Frequency: Billed at end of Media Month, Sorted by Date

KNZA INC JOB OPENING COMMERCIALS

On-Air Schedule

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
5/25/2022	6/1/2022	KNZA-FM	05:00:00 to Midnight	Weekly	:30	24	0.00	0.00	3	3	3	3	3	3	3
<u>Copy Name</u>		<u>Cart</u>	<u>Station</u>	<u>Start</u>	<u>End</u>	<u>Coop</u>	<u>Product</u>	<u>Cart Type</u>	<u>Restrictions</u>						
1 538 - ON AIR		000538	KNZA-FM	5/25/2022	6/1/2022		HELP WANTE	Commercial	<None>						

Order Start Date: 5/25/2022 Order End Date: 6/1/2022 Spots: 24 Total Charges: \$0.00

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.

Projected Media Month Billing Totals for KNZA INC JOB OPENING COMMERCIALS / 388-00167 :			
		<u>Spot Count</u>	<u>Net Billing</u>
May	2022	15	\$0.00
June	2022	9	\$0.00
Total:		24	\$0.00

Confirmed & Accepted for KNZA Inc. KNZA. KMZA. KLZA, KTNC & K

Accepted for KNZA INC JOB OPENING COMMERCIALS By:

 Please Sign and Return One Copy

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

Order #: 388-00168
 Description: KMZA HELP WANTED - ON-AIR ANNOUNCER
 Date Entered: 5/24/2022
 P.O.#:
 Salesperson: Z, FCC / EEO NOTICES
 Invoice Frequency: Billed at end of Media Month, Sorted by Date

KNZA INC JOB OPENING COMMERCIALS

On-Air Schedule

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 5/25/2022	6/1/2022	KMZA-FM	05:00:00 to Midnight	Weekly	:30	24	0.00	0.00	3	3	3	3	3	3	3
Copy Name		Cart	Station	Start	End	Coop	Product	Cart Type	Restrictions						
1 538 - ON AIR		000538	KMZA-FM	5/25/2022	6/1/2022		HELP WANTE	Commercial	<None>						

Order Start Date: 5/25/2022 Order End Date: 6/1/2022 Spots: 24 Total Charges: \$0.00
 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.

Projected Media Month Billing Totals for KNZA INC JOB OPENING COMMERCIALS / 388-00168 :			
		Spot Count	Net Billing
May	2022	15	\$0.00
June	2022	9	\$0.00
Total:		24	\$0.00

Confirmed & Accepted for KNZA Inc. KNZA, KMZA, KLZA, KTNC & k

Accepted for KNZA INC JOB OPENING COMMERCIALS By:

 Please Sign and Return One Copy

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

Order #: 388-00169
 Description: KAIR HELP WANTED - ON-AIR ANNOUNCER
 Date Entered: 5/24/2022
 P.O.#:
 Salesperson: Z, FCC / EEO NOTICES
 Invoice Frequency: Billed at end of Media Month, Sorted by Date

KNZA INC JOB OPENING COMMERCIALS

On-Air Schedule

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 5/25/2022	6/1/2022	KAIR-FM	05:00:00 to Midnight	Weekly	:30	24	0.00	0.00	3	3	3	3	3	3	3
<u>Copy Name</u>		<u>Cart</u>	<u>Station</u>	<u>Start</u>	<u>End</u>	<u>Coop</u>	<u>Product</u>	<u>Cart Type</u>	<u>Restrictions</u>						
1 538 - ON AIR		000538	KAIR-FM	5/25/2022	6/1/2022		HELP WANTE	Commercial	<None>						

Order Start Date: 5/25/2022 Order End Date: 6/1/2022 Spots: 24 Total Charges: \$0.00
 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.

Projected Media Month Billing Totals for KNZA INC JOB OPENING COMMERCIALS / 388-00169 :			
		<u>Spot Count</u>	<u>Net Billing</u>
May	2022	15	\$0.00
June	2022	9	\$0.00
Total:		24	\$0.00

Confirmed & Accepted for KNZA Inc. KNZA. KMZA. KLZA, KTNC & K

Accepted for KNZA INC JOB OPENING COMMERCIALS By:

 Please Sign and Return One Copy

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

Order #: 388-00170
 Description: KLZA HELP WANTED - ON-AIR ANNOUNCER
 Date Entered: 5/24/2022
 P.O.#:
 Salesperson: Z, FCC / EEO NOTICES
 Invoice Frequency: Billed at end of Media Month, Sorted by Date

KNZA INC JOB OPENING COMMERCIALS

On-Air Schedule

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 5/25/2022	6/1/2022	KLZA-FM	05:00:00 to Midnight	Weekly	:30	24	0.00	0.00	3	3	3	3	3	3	3
<u>Copy Name</u>		<u>Cart</u>	<u>Station</u>	<u>Start</u>	<u>End</u>	<u>Coop</u>	<u>Product</u>	<u>Cart Type</u>	<u>Restrictions</u>						
1 538 - ON AIR		000538	KLZA-FM	5/25/2022	6/1/2022		HELP WANTE	Commercial	<None>						

Order Start Date: 5/25/2022 Order End Date: 6/1/2022 Spots: 24 Total Charges: \$0.00

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.

Projected Media Month Billing Totals for KNZA INC JOB OPENING COMMERCIALS / 388-00170 :

		<u>Spot Count</u>	<u>Net Billing</u>
May	2022	15	\$0.00
June	2022	9	\$0.00
Total:		24	\$0.00

Confirmed & Accepted for KNZA Inc. KNZA. KMZA. KLZA , KTNC & K

Accepted for KNZA INC JOB OPENING COMMERCIALS By:

 Please Sign and Return One Copy

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

Order #: 388-00171
 Description: KTNC HELP WANTED - ON-AIR ANNOUNCER
 Date Entered: 5/24/2022
 P.O.#:
 Salesperson: Z, FCC / EEO NOTICES
 Invoice Frequency: Billed at end of Media Month, Sorted by Date

KNZA INC JOB OPENING COMMERCIALS

On-Air Schedule

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 5/25/2022	6/1/2022	KTNC-AM	05:00:00 to Midnight	Weekly	:30	24	0.00	0.00	3	3	3	3	3	3	3
<u>Copy Name</u>		<u>Cart</u>	<u>Station</u>	<u>Start</u>	<u>End</u>	<u>Coop</u>	<u>Product</u>	<u>Cart Type</u>	<u>Restrictions</u>						
1 538 - ON AIR		000538	KTNC-AM	5/25/2022	6/1/2022		HELP WANTE	Commercial	<None>						

Order Start Date: 5/25/2022 Order End Date: 6/1/2022 Spots: 24 Total Charges: \$0.00

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.

Projected Media Month Billing Totals for KNZA INC JOB OPENING COMMERCIALS / 388-00171:			
		<u>Spot Count</u>	<u>Net Billing</u>
May	2022	15	\$0.00
June	2022	9	\$0.00
Total:		24	\$0.00

Confirmed & Accepted for KNZA Inc. KNZA. KMZA. KLZA, KTNC & K

Accepted for KNZA INC JOB OPENING COMMERCIALS BY:

 Please Sign and Return One Copy

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

Order #: 388-00167
 Description: KNZA HELP WANTED - ON-AIR ANNOUNCER
 Date Entered: 5/24/2022
 P.O.#:
 Salesperson: Z, FCC / EEO NOTICES
 Invoice Frequency: Billed at end of Media Month, Sorted by Date

KNZA INC JOB OPENING COMMERCIALS

On-Air Schedule

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 5/25/2022	6/1/2022	KNZA-FM	05:00:00 to Midnight	Weekly	:30	24	0.00	0.00	3	3	3	3	3	3	3

Order Start Date: 5/25/2022 Order End Date: 6/1/2022 Spots: 24 Total Charges: \$0.00

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Projected Media Month Billing Totals for KNZA INC JOB OPENING COMMERCIALS / 388-00167 :			
		<u>Spot Count</u>	<u>Net Billing</u>
May	2022	15	\$0.00
June	2022	9	\$0.00
Total:		24	\$0.00

Confirmed & Accepted for KNZA Inc. KNZA. KMZA. KLZA . KTNC & k

Accepted for KNZA INC JOB OPENING COMMERCIALS By:

 Please Sign and Return One Copy

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

388-00167-0000	5/29/2022	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

388-00167-0000 O 5/29/2022 1

KNZA INC JOB OPENING COMMERCIALS

Purchase Order Number:

Est. Number:

Co-Op:

Description: KNZA HELP WANTED - ON-AIR ANNOUN

Salesperson: Z, FCC / EEO NOTICES

Date	Day	Length	Ad	Qty	Rate	Total
5/25/2022	Wed	:30	KNZA-FM 06:24:27 AM 09:40:25 AM 01:17:53 PM 04:40:16 PM 08:37:53 PM	5	\$0.00	\$0.00
5/26/2022	Thu	:30	KNZA-FM 05:38:35 AM 11:02:28 AM 08:38:39 PM	3	\$0.00	\$0.00
5/27/2022	Fri	:30	KNZA-FM 09:16:02 PM	1	\$0.00	\$0.00
5/28/2022	Sat	:30	KNZA-FM 10:15:27 AM 01:37:07 PM 10:13:44 PM	3	\$0.00	\$0.00
5/29/2022	Sun	:30	KNZA-FM 06:38:55 AM 12:38:17 PM 04:14:53 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.

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Quantity	15	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

Order #: **388-00168**
 Description: KMZA HELP WANTED - ON-AIR ANNOUNCER
 Date Entered: 5/24/2022
 P.O #:
 Salesperson: Z, FCC / EEO NOTICES
 Invoice Frequency: Billed at end of Media Month, Sorted by Date

KNZA INC JOB OPENING COMMERCIALS

On-Air Schedule

<u>Start Date</u>	<u>End Date</u>	<u>Station</u>	<u>Scheduled Time/Event</u>	<u>Repeated</u>	<u>Length</u>	<u>Qty</u>	<u>Rate</u>	<u>Total</u>	<u>M</u>	<u>Tu</u>	<u>W</u>	<u>Th</u>	<u>F</u>	<u>Sa</u>	<u>Su</u>
1 5/25/2022	6/1/2022	KMZA-FM	05:00:00 to Midnight	Weekly	:30	24	0.00	0.00	3	3	3	3	3	3	3

Order Start Date: 5/25/2022 Order End Date: 6/1/2022 Spots: 24 Total Charges: \$0.00

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Projected Media Month Billing Totals for KNZA INC JOB OPENING COMMERCIALS / 388-00168 :			
		<u>Spot Count</u>	<u>Net Billing</u>
May	2022	15	\$0.00
June	2022	9	\$0.00
Total:		24	\$0.00

Confirmed & Accepted for KNZA Inc. KNZA. KMZA. KLZA. KTNC & KAIR

Accepted for KNZA INC JOB OPENING COMMERCIALS By:

 Please Sign and Return One Copy

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	
388-00168-0000	5/29/2022	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

388-00168-0000 O 5/29/2022 1

KNZA INC JOB OPENING COMMERCIALS

Purchase Order Number:
 Est. Number:
 Co-Op:
 Description: KMZA HELP WANTED - ON-AIR ANNOUT
 Salesperson: Z, FCC / EEO NOTICES

Date	Day	Length	Ad	Qty	Rate	Total
5/25/2022	Wed	:30	KMZA-FM 09:37:17 AM 12:18:25 PM 06:18:22 PM	3	\$0.00	\$0.00
5/26/2022	Thu	:30	KMZA-FM 06:46:28 AM 12:54:25 PM 11:39:24 PM	3	\$0.00	\$0.00
5/27/2022	Fri	:30	KMZA-FM 07:25:30 AM 10:41:24 AM 05:38:47 PM	3	\$0.00	\$0.00
5/28/2022	Sat	:30	KMZA-FM 09:16:56 AM 04:39:29 PM 09:37:26 PM	3	\$0.00	\$0.00
5/29/2022	Sun	:30	KMZA-FM 09:37:37 AM 11:41:03 AM 08:13:55 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.

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Quantity	15	Total	\$0.00
Total Due			\$0.00

INVOICE