

EEO PUBLIC FILE REPORT

Reporting Period: February 1 2021 – January 31, 2022

Stations Included in Report: KEZO(FM), KKCD(FM), KSRZ(FM), KQCH(FM), KXSP(AM) List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

*** An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies**

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee referrals				10
C2	Summitmediacorp.com	2700 Corporate Dr, Ste. 115 Birmingham, AL 35242			2
C3	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	Indeed.com		6
C4	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	LinkedIn.com		9
C5	Allaccess		Allaccess.com		2
C6	Radioink		Radioink.com		0
C7	Ramp247		Ramp247.com		2
C8	Internal Candidate				0
C9	In-Person Networking				0
C10	Walk-In Applicant				0
C11	Outside industry referrals				0
L1	Bellevue University				0
L2	College of Saint Mary				0
L3	Creighton University	2500 California Plaza Omaha, NE 68131	Cheri Jackson careercenter@creighton.edu	402-280-2723	0
L4	University of NE at Omaha	6001 Dodge Street Omaha NE 68182	Chris Allen PHD Dr. Sherry Jodean Brownlee callen@unomaha.edu, swilson@unomaha.edu		0
L5	University of NE - Lincoln	230 Nebraska Union Lincoln, NE 68588	Dshannon Seehase careerservices@unl.edu	402-472-7211	0
L6	Radio Advertisements	10714 Mockingbird Drive Omaha, NE 68127	Sales Manager www.summitmediacorp.com	402-592-3333	0
L7	NE Wesleyan University				0
L8	University of NE at Kearney				0
Total Number of Interviewees Referred:					31

I. Full-time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy	Recruitment Source for Person Hired (by code number)
Marketing Strategy Lead	L6, C2, C1, C3, C4 handshake?	Code Number: C3 Hire Date: 05/11/21
General Manager	L6, C2, C1, C4, C3	Code Number: C1 Hire Date: 07/01/2021
Business Support Manager	C1, C2, C3, L1, L2, L3, L4, L5	Code Number: C3 Hire Date: 10/06/21
Promotions Director	C2, C1, L1, L2, L3, L4, L5, C5, C6, C7	Code Number: C3 Hire Date: 10/19/21
Program Director/ Operations Manager	C1, C2, C8, C4, C9,C11, C10, C5, C7 L1, L2, L3, L4, L5	Code Number: C1 Hire Date: 11/08/2021
Marketing Strategy Lead	C2, C1, C3, L1, L2, L3, L4, L5, C3	Code Number: C1 Hire Date: 11/09/2021

II. Non-Vacancy Specific Recruitment Efforts During Reporting Period

Initiative	Date / Description / Scope of Involvement
Virtual Job Fair Participation - NBA	7/12/21-7/16/21 Station personnel who have substantial responsibility in the making of hiring decisions participated in the Nebraska Broadcasters Association Virtual Job Fair.
Participated in Career Fair - NBA	8/10/21 Managers who have substantial responsibility in the making of hiring decisions participated in career fair and interacted with attendees at the event.
Participated in Career Fair – Omaha Home for Boys	10/14/21 Station personnel who have substantial responsibility in the making of hiring decisions participated in a nontraditional career fair. Here they spoke with applicants about open positions and the qualifications necessary to fill those positions and answered questions about the opportunities at Summit.