

## EEO PUBLIC FILE

**Reporting Period:** February 1, 2020 – January 31, 2021

The transaction whereby the SummitMedia LLC licensees acquired these Stations was consummated on November 1, 2018. See BALH-20180828ABI-ABL. On September 1, 2018 SummitMedia LLC began providing programming for these Stations pursuant to a Local Marketing Agreement. Accordingly, this Report covers the period between February 1, 2020 and January 31, 2021.

**Stations Included in Report:** KEZO(FM), KKCD(FM), KSRZ(FM), KQCH(FM), KXSP(AM)

### I. 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
<b>Common Sources</b>					
C1	Employee Referral				2
C2	Internal Candidate / ADP				
C3	Summitmedia.com	2700 Corporate Drive Birmingham, AL 35242			1
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C25	NABEF-Broadcast Career Link	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C130	Face-to-face Networking				
C131	Agency/Search Firm	Zapoleon Media Strategies – Mark St. John  Albright and O’Malley Consulting 246-A Down East Lane Lake Worth, FL 33467	Mark St. John <a href="mailto:Mark@zapoleon.com">Mark@zapoleon.com</a>  Mike O’Malley <a href="mailto:getmom@aol.com">getmom@aol.com</a>	205-821-4024  732-937-5757	
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	<a href="http://www.indeed.com">www.indeed.com</a>		3

**Local Sources**

L1	American Broadcasting School	712 N Watson Road Sut 200 Arlington, TX 76011	Michelle McConnell <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a>	817-695-2474	
L2	Bates Technical College	2320 S 19 <sup>th</sup> St. Tacoma, WA 76011	Shirley Miller <a href="mailto:skmiller@bates.ctc.edu">skmiller@bates.ctc.edu</a>	253-680-7240	
L3	Creighton University	2500 California Plaza Omaha, NE 68131	Cheri Jackson <a href="mailto:careercenter@creighton.edu">careercenter@creighton.edu</a>	402-280-2723	
L4	Emerson College	113 Gray Street Arlington, MA 02476	Mary Sullivan <a href="mailto:careers@emerson.edu">careers@emerson.edu</a>	781-646-1077	
L5	Iowa Workforce Development	300 W. Broadway Suite 13 Council Bluffs IA 51503	Maria Cortez <a href="mailto:Maria.cortez@iwd.io">Maria.cortez@iwd.io</a> <a href="http://w.gov">w.gov</a>	712-351-3480	
L6	Nebraska College Recruiting Consortium	5000 St. Paul Ave. Lincoln, NE 68501	Matt Waters <a href="mailto:watersmh@roanestate.edu">watersmh@roanestate.edu</a> roanestate.edu	402-465-2224	
L7	Nebraska Workforce Development of Omaha	5717 F Street Omaha NE 68117	Shauna Paolini	402-934-2362	

L8	University of Nebraska at Lincoln	230 Nebraska Union Lincoln, NE 68588	Dshannon Seehase <a href="mailto:careerservices@unl.edu">careerservices@unl.edu</a>	402-472-7211	
L9	University of Nebraska at Omaha	6001 Dodge Street Omaha NE 68182	Chris Allen PHD Dr. Sherry Jodean Brownlee <a href="mailto:callen@unomaha.edu">callen@unomaha.edu</a> , <a href="mailto:swilson@unomaha.edu">swilson@unomaha.edu</a>		
L10	University of Wisconsin – Oshkosh School of Radio TV and Film	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes <a href="mailto:stokesj@uwosh.edu">stokesj@uwosh.edu</a>	920-424-3133	
L11	Nebraska Broadcasters Association	11414 W. Center Rd Suite 342 Omaha, NE 68144	Jim Timm <a href="mailto:jtimm@neba.org">jtimm@neba.org</a>	402-933-0059	
L12	Omahahelpwanted.com	RegionalHelpWanted.com 11 Abrams Road Central Valley, NY 10917	Michelle McConnell <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a>	817-695-2474	
L13	All Access	28955 Pacific Coast Hwy 210 Malibu, CA 90265	<a href="http://www.allaccess.com">www.allaccess.com</a>		1
L14	Radio Advertisement	10714 Mockingbird Drive Omaha, NE 68127	Sales Manager <a href="http://www.summitmediacorp.com">www.summitmediacorp.com</a>	402-592-3333	
<b>Total Number of Interviewees Referred:</b>					<b>6</b>

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Local Sales Manager	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C25, C69, C91, C95, C97, C98, C116, C130, C131, C132, C134 L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14	Code Number: C1 Start Date: 2019-08-08
Operations Manager	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C25, C69, C91, C95, C97, C98, C116, C130, C131, C132, C134 L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14	Code Number: C3 Start Date: 2019-06-17
Promotions Manager	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C25, C69, C91, C95, C97, C98, C116, C130, C131, C132, C134 L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14	Code Number: C1 Start Date: 2019-12-09
Account Exec, Radio	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C25, C69, C91, C95, C97, C98, C116, C130, C131, C132, C134 L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14	Code Number: C1 Start Date: 2019-11-06
Account Exec, Radio	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C25, C69, C91, C95, C97, C98, C116, C130, C131, C132, C134 L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14	Code Number: C134 Start Date: 2019-07-15
Radio Traffic Manager	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C25, C69, C91, C95, C97, C98, C116, C130, C131, C132, C134 L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14	Code Number: C134 Start Date: 2019-11-26
General Manager	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C25, C69, C91, C95, C97, C98, C116, C130, C131, C132, C134 L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14	Code Number: C3 Start Date: 2019-02-19
Digital Content Manager	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C25, C69, C91, C95, C97, C98, C116, C130, C131, C132, C134 L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14	Code Number: C1 Start Date: 2020-03-03

<b>Long Term Recruitment Initiatives</b>		
<b>Initiative</b>	<b>Date / Description / Scope of Involvement</b>	<b>Personnel Involved</b>
Iowa Western Community College Outreach and Recruitment	<p><b>03/10/20</b>            2 Students enrolled in broadcasting classes at Iowa Western Community College reached out to the Promotions Manger to do a 1.5 hour interview with her to get in-depth information and explanation of the promotions field and scope of work. Following the student interview was a virtual meeting with a hiring recruiter from the same college, to set-up interviews with a few prospective students looking to enter the field of radio. Students were invited by the Promotions Manager to do a formal hiring interview which were completed the same week.</p>	Promotions Manager
UNO Virtual Classroom Visit	<p><b>April 14<sup>th</sup> 2020</b>            Sales Managers, Stephanie Mainelli and Kate Maguire, were asked by the Nebraska Broadcasters to meet virtually with the University of Nebraska at Omaha’s broadcast class to provide insight on the various careers in Media. The two discussed the of future of radio, the new digital world, and how our media complements digital and provide great results for our advertisers. They reviewed the day in the life of a Radio/Digital Account executive and what it takes to be successful.</p>	Sales Manager, Digital Sales Manager
Established Marketing and Sales Internship Program	<p><b>09/01/20 - 12/31/20</b>            Student engaged in the Marketing and Sales Internship - Fall term, which was approximately 14 weeks (September –December) During the Internship program student was exposed and receive virtual training on the following items:</p> <ul style="list-style-type: none"> <li>• Prospecting and cold calling – she landed several appointments</li> <li>• Proposal research and creation of customer proposals</li> <li>• Training on agency requests – responding to bids for commercial avails, cost analysis from suppliers/vendors</li> <li>• Attended and participated in several meetings with customers</li> <li>• Production for commercial spot creation and/or station promos</li> </ul> <p>The intern also had an overview of the Digital Department, Business department, Promotions and Programming department to see how customers work with all to develop campaigns</p>	General Manager, Sales Manager, Digital Sales Manager, Billing Manager, Promotions and Programming Mgrs

<p>Established Broadcasting Internship Program</p>	<p><b>09/01/20 - 12/31/20</b>  Student engaged in the Broadcast internship – FALL program, which was approximately 14 weeks (September –December) During the Internship program student was exposed and receive virtual training on some of the following items:</p> <ul style="list-style-type: none"> <li>• Overview of Programming, Music Scheduling, Talent show prep, station imaging</li> <li>• Overview of Promotions, attend promotion meetings, brainstorming meetings, to experience how customers tie in with our products</li> <li>• Overview of the Digital Content and O&amp;O products.</li> <li>• Assisting in creating social content for station and market events</li> <li>• Overview of business department, assisting in billing process</li> <li>• Overview of production department and customer commercial creative</li> <li>• Overview of traffic department, scheduling commercials</li> <li>• Overview of sales and mkgt, attend sales meeting</li> </ul>	<p>Operations Manager, Promotions Manager, Digital Manager, Program Directors, Production Manager, Traffic Manager, Business Manager</p>
<p>EEO Leadership Training</p>	<p><b>09/01/20</b>  Training on EEO FCC requirements webinar developed by the law firm of Fletcher, Heald &amp; Hildreth, P.L.C. FHH Webinar Overview and discussion with Dawn King from FHH Law with the local SEU’s GM and Business Manager. It covered: EEO rules, Recruitment, Record keeping, Reporting, Self-Analysis, and EEO violations. FHH provided coaching and mentoring throughout the year, on how we can best reach out and promote our various broadcast careers to the general public.</p>	<p>General Manager, Business Manager</p>
<p>EEO Management Recruitment Training</p>	<p><b>11/09/20</b>  Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. All SUMMIT Omaha radio managers completed a FHH webinar. The Webinar reviewed with managers the equal employment opportunity laws that guide our recruiting efforts and to help ensure our hiring practices are fair and lawful. The training was developed by the law firm of Fletcher, Heald &amp; Hildreth, P.L.C. SUMMIT Business Manager organized the training to all SEU leadership staff who have a hand in hiring, each signed off when completed.</p>	<p>Operations Manager, Promotions Manager, Digital Manager, Program Directors, Production Manager, Traffic Manager, Business Manager</p>