

KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(FM)**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Marketing Consultant	1-6, 8-15, 17-20	19
Marketing Consultant	1-15, 17, 20	8
Marketing Consultant	1-15, 17, 20	13
Marketing Consultant	1-15, 17, 20	13
Sports and News Director	1-6, 8-12, 14, 16, 20	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Broadcasting School 4511 SE 29th St Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Chadron State College 1000 Main St Chadron, Nebraska 69337 Phone : 308-432-6388 Email : dkennell@csc.edu Fax : 1-308-432-6439 Deena Kennell	N	0
3	Colorado Media School 404 South Upham Street Lakewood , Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	N	0
4	Concordia University 800 N Columbia Avenue Seward, Nebraska Phone : 4026437329 Url : https://www.cune.edu Daisha Thomas Manual Posting	N	0
5	Creighton University 2500 California Plz Omaha, Nebraska Url : http://www.creighton.edu/careercenter Jeremy Fisher Manual Posting	N	0
6	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Fax : 1-785-625-8030 Shai Harrison	N	0

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7	Employee Referral	N	1
8	Indeed Website 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 7853012552 Url : www.indeed.com Shai Harrison Manual Posting	N	4
9	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712-325-3390 Email : hirwin@iwcc.edu Fax : 1-712-388-6803 Hugh Irwin	Y	0
10	Mitchell Technical Institute 821 N Capital Mitchell, South Dakota 57301 Phone : 605-995-3025 Email : megan.mentzel@mitchelltech.edu Fax : 1-605-995-3083 Megan Mentzel	N	0
11	Nebraska Workforce Development 505A Broadway, Ste 300 Scottsbluff, Nebraska 69361 Phone : 308-633-1056 Email : NDOL.PanhandleBusiness@Nebraska.gov Lori Marquez	Y	0
12	Northeast Community College POB 469 801 E Benjamin Ave Norfolk, Nebraska 68702-0469 Phone : 402-844-7264 Url : www.northeastcollege.com Chandra Roberts Manual Posting	Y	0
13	On-Air Announcements (one or more SEU stations) 1210 W 10th St Alliance, Nebraska 69301 Phone : 308-762-1400 Olivia Hasenauer Manual Posting	N	3

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14	South Dakota Broadcasters Association PO Box 1037 Pierre, South Dakota 57501 Phone : 605-224-1034 Url : sdba.org Email : marla@willardandassociates.com Fax : 1-605-224-7426 Steve Willard	N	0
15	Southeast Community College 4771 W Scott Rd Beatrice, Nebraska 68310-7042 Phone : 402-228-8216 Url : www.southeast.edu Email : placement@southeast.edu Fax : 1-402-228-2218 Connie Russell Prong 2 Ended Date: 4/21/2023	N	0
16	Sportscasters Talent Agency of America (Sports positions only) Unknown unknown, Kansas Phone : 9496487822 Url : https://staatalent.com/ Email : jon@staatalent.com Jon Chelesnik	Y	0
17	The Women's Center for Advancement 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 1-402-345-0635 Tulani Grundy Meadows	N	0
18	Union College 3800 S 48th Street Lincoln, Nebraska Url : https://ucollege.edu/career-services Angela Wells Manual Posting	N	0
19	Word of Mouth Referral	N	1

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20	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(FM)**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2023	Establishment of a mentoring program	From January 2023 to December 2023, our Regional Manager worked with our Sales Manager to mentor the Sales Manager in preparation to take on a greater leadership role in our SEU. The mentoring program included weekly meetings, where the pair selected a management topic each week to discuss, to include hiring and onboarding processes, employee reviews, pricing/promotion information for the territory, understanding EEO and political requirements.	2	Regional Manager Sales Manager
2	3/30/2023	Participation in events sponsored by organizations representing the community	The SEU's Regional Manager attended "Inventure Day" hosted by the Nebraska extension office, Nebraska 4-H. This event is designed for middle school youth to complete challenges and learn about a variety of entrepreneurial topics, including product development, target markets, branding, and finance. The Regional Manager mentored a team of young students as they created a product and talked about how to brand and advertise their product, providing guidance related to advertising. The students were able to discuss career opportunities with the Regional Manager and ask questions related to her career in broadcasting.	1	Regional Manager
3	7/10/2023	Establishment of training programs for station personnel	The SEU put four of its new Marketing Consultants through a 7-week training program called P1 Plus, covering a number of broadcasting topics and skillsets. Participants watch more than 50 online video courses and take an exam at the end of each course. There are weekly calls with course instructors and weekly status updates that are sent to the participant's manager. Participants learn about topics such as advanced sales techniques and broadcast and digital sales, which will in turn will help them advance their career in the company.	4	Marketing Consultant Marketing Consultant Marketing Consultant Marketing Consultant

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4	11/7/2023	Participation in events sponsored by organizations representing the community	The SEU participated in the "Connect the Dots" event on November 7th at the Alliance High School. The event was an interactive career exploration simulation program designed to help students learn about careers of interest as well as how to connect the dots from early high school through postsecondary education and training to the workplace. Local businesses partnered with the Nebraska Department of Education and Nebraska Extension 4-H Program to host this event for local students. Three members from the SEU participated to help with the simulation within the approved career cluster, providing in-depth information about the broadcasting industry.	3	Regional Manager Production Director On-Air Personality