

KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(FM)**EEO PUBLIC FILE REPORT****February 1, 2020 - January 31, 2021****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 Specialist | 1-4, 6-15 | 6 |
| Videographer | 1-13, 15 | 5 |

KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(FM)**EEO PUBLIC FILE REPORT****February 1, 2020 - January 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| 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 | Eagle Communications Careers Website 2703 Hall St, Suite 15 Hays, Kansas 67601 Phone : 785-625-4000 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Fax : 1-785-625-8030 Shai Buelow | N | 1 |
| 5 | Employee Referral | N | 1 |
| 6 | Indeed.com - Not Directly Contacted by SEU | N | 3 |
| 7 | 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 |

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|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 8 | 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 |
| 9 | Nebraska Workforce Development 302 Box Butte Ave Alliance, Nebraska 69301 Phone : 308-763-2935 Fax : 1-308-763-2936 Jill Langemeier | Y | 1 |
| 10 | Northeast Community College POB 469 801 E Benjamin Ave Norfolk, Nebraska 68702-0469 Phone : 402-844-7264 Url : www.northeastcollege.com Email : amy@northeast.edu Fax : 1-402-844-7404 Amy Koehler | Y | 0 |
| 11 | 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 |
| 12 | 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 Shirley Huttenmaier | Y | 0 |
| 13 | WCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 1-402-345-0635 Tulani Grundy Meadows | N | 0 |

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|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 14 | Word of Mouth Referral | N | 1 |
| 15 | 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: | | | 7 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------|
| 1 | 2/29/2020 | Participation in scholarship programs | The SEU participated in the Nebraska Broadcasters Association's 2020 Scholarship where select college students were chosen to receive awards. The SEU contributes bi-annually with monetary funds towards scholarships awarded each year. On-air announcements were aired on all four stations promoting the scholarship program. The General Manager was involved in analyzing and judging the applicants' entries for the selection committee. | 3 | Regional Manager Production Director Traffic Director |
| 2 | 9/1/2020 | Establishment of training programs for station personnel | The SEU put one of its new Account Executives 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 | Account Executive Chief Revenue Officer Nebraska Regional Manager Panhandle Sales Manager |