

KHAS, KICS, KKPR, KLIQ, KXPB
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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
Account Executive	1-3	3

KHAS, KICS, KKPR, KLIQ, KXPB**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Indeed.com 7501 N. Capital Texas Hwy. Austin, Texas 78731 Phone : 800-462-5842 Amber Griffith Manual Posting	N	0
2	Nebraska Broadcasters Association 12020 Shamrock Plaza Suite 200 Omaha, Nebraska 68154 Email : jim@ne-ba.org Jim Timm	N	0
3	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/31/2021	Participation in scholarship programs	NBA EEO Scholarship	1	General Manager
2	4/8/2021	Participation in events or programs sponsored by educational institutions	Central Community College Media Arts Advisory Panel	1	Operations manager
3	4/27/2021	Participation in Job Fairs	Nebraska Broadcasters Association Virtual Job Fair	1	General Manager
4	8/17/2021	Establishment of training programs for station personnel	Diversity, Equity and Inclusion seminar	2	General Manager Operations Manager
5	9/5/2021	Establishment of a mentoring program	Nebraska Center for Advanced Professional Studies (NCAPS) program	1	Operations manager
6	11/1/2021	Participation in events or programs sponsored by educational institutions	UNL Extension Connecting the Dots Event	1	Operations manager
7	1/12/2022	Participation in events sponsored by organizations representing the community	Leadership Hastings Media session panel discussion	1	Operations manager