

KBLR, KFMT, KHUB
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

I. VACANCY LIST

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|------------------|------------------------------------------------------------|-------------------------------|
| News Director | 1-2 | 1 |

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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 | Current Employee - Transfer/Promotion | N | 1 |
| 2 | Indeed.com | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 2 |

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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 | Ongoing Event | Establishment of training programs for station personnel | Professional Inside Sales Training Development | 5 | V.P./GM Station Manager Marketing rep HR/Marketing Rep |
| 2 | Ongoing Event | Establishment of training programs for station personnel | Professional Inside Sales Training Development | 7 | V.P./GM Station Manager Marketing Rep Marketing Rep |
| 3 | 7/15/2020 | Co Sponsoring Job Fair | Drive Thru Job Fair with community partners | 2 | GM HR Director |
| 4 | 7/17/2020 | Participation in other activities designed by the station employment unit | Professional Inside Sales Training Development | 10 | V.P. /GM GM Marketing Rep Marketing Rep |
| 5 | Ongoing Event | Establishment of training programs for station personnel | Professional Inside Sales Training Development | 9 | |
| 6 | Ongoing Event | Participation in scholarship programs | Nebraska Broadcasters Scholarship | 2 | GM HR Director |