

KFOR(AM), KFRX(FM), KIBZ(FM), KLMS(AM), KTGL(FM), KZKX(FM)
EEO PUBLIC FILE REPORT
February 1, 2017 – January 31, 2018

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	1-3	1
KFRX PMD Announcer	2-5	5
KFOR PD/KLMS PD/KFOR AMD Co-Host	4, 6*	6
Account Executive - 2	1-3	1

**Exigent Circumstances*

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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	On-Air Announcements <i>(one or more SEU stations)</i> Director of Sales /Joy Patten ALPHA MEDIA USA 3800 Cornhusker Hwy Lincoln, NE 68504 402-466-1234	N	4
2	Alpha Media Careers Website Corporate Administrative Assistant/Karen Iliff 1211 SW 5 th Ave. Suite 750 Portland, OR 97204 503-517-6241 www.alphamediausa.com	N	1
3	INDEED.COM www.indeed.com	N	6
4	All Access www.allaccess.com	N	1
5	Internal Transfer/Promotion	N	1
6	Word-of-Mouth Referral	N	5
Total Interviewees Over Reporting Period			18

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	On October 9 & 11, 2017, our SEU’s News Reporter spoke with the Broadcasting/ Journalism and Mass Communications 100 classes at the University of Nebraska about internship opportunities and career paths in broadcasting.
2	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	On April 3, 2017, one of our SEU’s sales representatives spoke to students at Fredstrom Elementary about her career in broadcasting. She explained what her role was at the stations and how her role was important to the community.
3	Management-Level Training Addressing Equal Employment Opportunity and Preventing Discrimination	On September 27, 2017, our SEU’s General Manager attended a half-day employment law forum training conducted by the Cline Williams Law Firm. Among other things, the seminar covered topics related to diversity issues, and preventing discrimination in the workplace.
4	Participate in Scholarship Program Relating to Careers in Broadcasting	During the reporting period, our SEU participated in the Nebraska Broadcasters Association’s scholarship program. Our SEU’s General Manager evaluated scholarship applications and we ran on-air advertisements soliciting applications. In addition, our SEU contributed financial support to the program.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Internship Programs	<p>During this reporting period, our SEU hosted five interns at KFRX from the University of Nebraska–Lincoln, as detailed below. Our interns have the opportunity to observe the operations of a number of our departments, including the ability to participate on-air and as serve as a creative source for the morning show. The interns are supervised at all times by our Program Director.</p> <p>1 - January–May 2017 1 - June–August 2017 1 – June–September 2017 1 – August–December 2017 1 – October 2017–Mid-January 2018</p>
6	Host Events Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	<p>KIBZ: In March 2017, our KIBZ Program Director hosted a student from Lincoln North Star High School for a job shadow. In November 2017, a student from Beatrice High School also shadowed the Program Director.</p> <p>KZKX: On November 22, 2017, our KZRZ Program Director hosted a student from Lincoln Northeast High School for a job shadow.</p> <p>KFRX: Our KFRX Program Director hosted students from the following schools for job shadows:</p> <ul style="list-style-type: none"> ▪ March 2017: Northeast Community College and Northeast High School ▪ April 2017: Pius X High School ▪ September 2017: Lincoln High School ▪ October 2017: Pius X High School ▪ November 2017: Southeast Community College and Lincoln High School