

**KJSK(AM), KKOT(FM), KLIR(FM), KTTT(AM), KZEN(FM)
EEO PUBLIC FILE REPORT
February 1, 2021-January 31, 2022¹**

I. VACANCY LIST

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

1. Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Morning Show Host	1-3, 5-8, 11-12	5
Account Executive	1-3, 7-8,12	1

¹ This Report provides recruitment data collected from January 21, 2021 through January 20, 2022.

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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	www.allaccess.com Phone: 402-564-2866	N	1
2	On-Air Announcements (<i>one or more SEU stations</i>) 1418 25 th Street Columbus, NE 68601 Phone: 402-564-2866	N	1
3	Nebraska Department of Labor 3100 23 rd St Suite #22 Columbus, NE 68601 Phone: 402-564-7160 Fax: 402-563-2715 Email: colleen.jensen@nebraska.gov Colleen Jensen-Workforce Coordinator	N	0
4	Central Community College- Columbus Campus 4500 63 rd Street PO Box 1027 Columbus, NE 68602 Phone: 402-562-1210 Fax: 402-562-1210 Email: lhastreiter@cccneb.edu Lora Hastreiter- Career and Employment Services Director	N	0
5	Internal Transfer/Promotion	N	2
6	Word-of-Mouth Referral	N	0
7	Alpha Media Careers Website www.alphamediausa.com/careers 1211 SW 5 th Avenue, Suite 750 Portland, OR 97204 Phone: 503-517-6241	N	0
8	www.Indeed.com	N	0
9	Station Facebook Posting (<i>one more SEU stations</i>)	N	0
10	National Association of Farm Broadcasting 1100 Platte Falls Road P.O. Box 500 Platte City, MO 64079 www.nafb.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Nebraska Broadcasters Association 11414 West Center Road, Suite 342 Omaha, NE 68144 www.ne-ba.org	N	1
12	www.Glassdoor.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship program	During the Spring 2021 semester, our SEU hosted an intern from Educational Service Unit 7 (public schools in Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk counties) twice a week. The intern learned about the communications and business skills needed to succeed in broadcasting. The intern was supervised by our SEU's Business Manager and Traffic Coordinator.
2	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	In March 2021, our SEU participated in a virtual career exploration program featured at Columbus Public Schools. Station participants included our SEU's KLIR Station Director, who spoke to fourth grade students about the steps of a career in broadcasting. The KLIR Station Director was supervised by our SEU's General Manager.
3	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	On March 24th, 2021, our SEU participated in a virtual career exploration program held by York County Development Corporation featured at schools in the York, Nebraska area. Station participants included our SEU's Account Executive, who spoke with grade school students about the steps of a career in broadcasting. The Account Executive was supervised by our SEU's General Manager.
4	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	Our SEU participated in the Nebraska Broadcaster Association EEO Scholarship Program in 2021.