

**KFOR(AM), KFRX(FM), KIBZ(FM), KLMS(AM), KTGL(FM), KZKX(FM)**  
**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On Air Talent	1, 2, 3, 4, 5, 6, 7, 9, 10, 11	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	<b>All Access</b> www.allaccess.com	N	6
2	<b>SEU Internship Program</b>	N	0
3	<b>Alpha Media Careers Website</b> www.alphamediausa.com/careers	N	0
4	<b>College of Journalism and Broadcasting – University of Nebraska-Lincoln</b> Broadcast Media Placement 147 Anderson Hall Lincoln, NE 68588 Rick Alloway Ralloway1@unl.edu (via Handshake internet recruiting platform)	N	0
5	<b>Indeed.com</b>	N	0
6	<b>Internal Transfer/Promotion</b>	N	0
7	<b>Nebraska Broadcaster’s Association</b> <a href="https://www.ne-ba.org/programs_and_services-broadcast_careers.asp">https://www.ne-ba.org/programs_and_services-broadcast_careers.asp</a>	N	0
8	<b>Web Banners</b> (one or more SEU stations)	N	0
9	<b>Southeast Community College/College Central Network</b> <a href="https://www.collegecentral.com/southeast">https://www.collegecentral.com/southeast</a> 402-437-2622 Contact: Lynn Willey	N	0
10	<b>Word-of-Mouth Referral</b>	N	1
11	<b>College Central Network</b> www.employercentral.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			7

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fairs (2)	During this reporting period, our SEU participated in the Nebraska Broadcasters Association’s Virtual Job Fair conducted April 19-23, 2021 and July 12-16, 2021. Participation included posting of station job openings to the website and on air promotion of the Job Fair.
<b>2</b>	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 stations encouraged local students to apply for the program via over the air and digital messaging - February 2021, January 2022.
<b>3</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On April 9, 2021, our SEU’s Director of Sales participated in an online training seminar provided by the Nebraska Broadcasters Association entitled, “FCC’s EEO Compliance Requirements”
<b>4</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On January 13, 2021, our Business Manager participated in a ThinkHR training program provided by Alpha Media entitled, “EEO and Lawful Hiring.”
<b>5</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On August 10, 2021 our Market Manager attended an Employment Seminar sponsored by the Nebraska Broadcasters Association entitled “Building a Measurable Diversity, Equity and Inclusion Strategy that gets Results”.