

**KFOR(AM), KFRX(FM), KIBZ(FM), KLMS(AM), KTGL(FM), KZKX(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023-January 31, 2024**

**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>
Integrated Marketing Specialist	3,4,5,6,7,8,9,10,11,12	5
Program Director	1,3,5 ,6,10,11,12	10

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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	0
2	<b>SEU Internship Program</b>	N	0
3	<b>Alpha Media Careers Website</b> www.alphamediausa.com/careers	N	1
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 <i>(via Handshake internet recruiting platform)</i>	N	0
5	<b>Indeed.com</b>	N	1
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>Radio commercials - KFOR, KFRX, KIBZ, KTGL, KZKX, KLMS</b>	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	2
11	<b>Glass Door</b> www.glassdoor.com	N	0
12	<b>LinkedIn.com</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			4

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Job Fair	During this reporting period, our SEU participated in the Nebraska Broadcasters Association’s Virtual Job Fair conducted January 9 2023, April 24 2023, July 17 2023, and January 8 2024. 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 - January 2023-February 2023.. Our SEU provided financial support for the program and our SEU’s Market Manager Katie Philippi helped to review and score applicant submissions in March 2023.
<b>3</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On February 15th, 2023 Jen Schmailzli, Business Manager attended an Employment Seminar sponsored by the Nebraska Broadcasters Association entitled “Employment Law Update: 2022 Year in Review”.
<b>4</b>	Management-level training addressing Rules and Regulations for EEO administration.	Our Market Manager attended a webinar on the EEO Rules and Regulations provided by Wiley Rein on September 15, 2023.