

**KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(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>
Marketing Consultant	1-15	6

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American Broadcasting School 4511 SE 29th St Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Chadron State College 1000 Main St Chadron, Nebraska 69337 Phone : 308-432-6388 Email : dkennell@csc.edu Fax : 1-308-432-6439 Deena Kennell	N	0
3	Colorado Media School 404 South Upham Street Lakewood , Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	N	0
4	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-625-4000 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Fax : 1-785-625-8030 Shai Buelow	N	0
5	Eagle Communications On-Air Announcements (1 or more SEU stations) 1210 W 10th St Alliance, Nebraska 69301 Phone : 308-762-1400 Olivia Hasenhauer Manual Posting	N	1
6	Employee Referral	N	3
7	Indeed.com - Not Directly Contacted by SEU	N	1

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8	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712-325-3390 Email : hirwin@iwcc.edu Fax : 1-712-388-6803 Hugh Irwin	Y	0
9	Mitchell Technical Institute 821 N Capital Mitchell, South Dakota 57301 Phone : 605-995-3025 Email : megan.mentzel@mitchelltech.edu Fax : 1-605-995-3083 Megan Mentzel	N	0
10	Nebraska Workforce Development 505A Broadway, Ste 300 Scottsbluff, Nebraska 69361 Phone : 308-633-1056 Email : NDOL.PanhandleBusiness@Nebraska.gov Lori Marquez	Y	0
11	Northeast Community College POB 469 801 E Benjamin Ave Norfolk, Nebraska 68702-0469 Phone : 402-844-7264 Url : www.northeastcollege.com Email : amy@northeast.edu Fax : 1-402-844-7404 Amy Koehler	Y	0
12	South Dakota Broadcasters Association PO Box 1037 Pierre, South Dakota 57501 Phone : 605-224-1034 Url : sdba.org Email : marla@willardandassociates.com Fax : 1-605-224-7426 Steve Willard	N	0

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13	Southeast Community College 4771 W Scott Rd Beatrice, Nebraska 68310-7042 Phone : 402-228-8216 Url : www.southeast.edu Email : placement@southeast.edu Fax : 1-402-228-2218 Connie Russell	Y	0
14	WCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 1-402-345-0635 Tulani Grundy Meadows	N	0
15	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/31/2021	Participation in scholarship programs	The SEU participated in the Nebraska Broadcasters Association's 2021 EEO Scholarship where select college students were chosen to receive awards. The SEU contributes bi-annually with monetary funds towards scholarships awarded each year. On-air announcements were aired on all four stations promoting the scholarship program. The Regional Manager was involved in analyzing and judging the applicants' entries for the selection committee.	3	Regional Manager Production Director Traffic Director
2	8/10/2021	Provision of training to management	The Regional Manager of the SEU attended the Nebraska Broadcasters Association (NBA) employment seminar on August 10, 2021, during the Annual NBA Convention. The seminar was titled "Building a Measurable Diversity, Equity and Inclusion Strategy that gets Results", which was prepared and presented by the Chief Diversity Officer of the National Association of Broadcasters of Washington, DC. The session examined the steps organizations need to consider when building a diversity strategy, with tips on how to create a business case and how to build a customized diversity plan for a broadcast station. The presenter also shared best practices and emerging trends in the Diversity, Equity and Inclusion space.	1	Regional Manager

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3	11/23/2021	Participation in events sponsored by organizations representing the community	The SEU's Regional Manager attended "Inventure Day" hosted by the Nebraska extension office, Nebraska 4-H. This event is designed for middle school youth to complete challenges and learn about a variety of entrepreneurial topics, including product development, target markets, branding, and finance. The Regional Manager mentored a team of young students as they created a product and talked about how to brand and advertise their product, providing guidance related to advertising. The students were able to discuss career opportunities with the Regional Manager and ask questions related to her career in broadcasting.	1	Regional Manager