

KELN(FM), KNPQ(FM), KOOQ(AM), KRNP, KZTL
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

KELN(FM), KNPQ(FM), KOOQ(AM), KRNP, KZTL**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KELN(FM), KNPQ(FM), KOOQ(AM), KRNP, KZTL**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2021	Participation in scholarship programs	The SEU participated in the Nebraska Broadcasters Association Scholarship Program. The SEU ran on-air announcements in February 2021 asking qualified students to submit an application for a college scholarship to help attain their broadcasting degree. The SEU also distributed applications from its business office. The station Sales Manager reviewed and judged the applicants for the Nebraska Broadcasters Association Scholarship Program Committee, and the SEU contributed money towards the Scholarship Program fund.	1	Sales Manager
2	2/20/2021	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student from North Platte High School for a job shadow. Our Sports Director guided the student through a State Wrestling Tournament, held February 17 through February 20, 2021, allowing the student to follow his workday for a "behind-the-scenes" look at sports broadcasting operations, as the student is interested in a career in radio. The student was able to learn about on-air coverage and recording of interviews of wrestlers and their coaches.	2	Sales Manager Sports Director
3	8/10/2021	Provision of training to management	The SEU's Sales Manager attended a seminar at the Nebraska Broadcasters Convention on August 10, 2021 entitled "Building a Measurable Diversity, Equity & Inclusion Strategy that Gets Results." This seminar was arranged to assist hiring managers through continuing education to help maintain compliance with the rules & regulations of the EEO Commission & the FCC and learn best practices for diversity, equity & inclusion in a broadcast station.	1	Sales Manager

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4	8/25/2021	Participation in Job Fairs	On August 25, 2021, the SEU participated in a Job Fair hosted by Mid-Plains Community College Career Services Department. This Job Fair provided college students opportunities to interact with area businesses and learn about current & future job openings. Job fair participants were able to submit resumes, learn about job openings, ask questions about careers in broadcasting, and gain more confidence talking with potential employers. Station participants included the General Sales Manager.	1	Sales Manager
5	11/9/2021	Participation in Job Fairs	The SEU participated in a job fair hosted by North Platte High School. Three members from the SEU were in attendance on November 9, to include the Sales Manager, Sports Director, and Marketing Consultant. Job fair participants were able to submit resumes, learn about job openings, ask questions about careers in broadcasting, and gain more confidence talking with potential employers.	3	Sales Manager Sports Director Marketing Consultant
6	12/21/2021	Participation in events sponsored by organizations representing the community	The Leadership Lincoln County class toured the SEU stations and discussed radio operations and careers in broadcasting with the General Sales Manager, News Director, Morning Show Host and various Marketing Consultants. The General Sales Manager also participated in their 2 hour media panel fielding questions about job descriptions, job openings & opportunities available and what schooling & qualifications are needed to be a broadcaster.	4	Sales Manager Marketing Consultant Morning Show Host Marketing Consultant