

KELN(FM), KNPQ(FM), KOOQ(AM), KRNP(FM), KZTL(FM)**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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
Sports and Production Director	1-21	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Bellevue University 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Email : colleen.plasek@bellevue.edu Fax : 1-402-557-5438 Colleen Plasek	Y	0
3	Broadcast Media Placement 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Fax : 1-402-472-8403 Rick Alloway	Y	0
4	Central Community College 4500 63rd Street Columbus, Nebraska 68602 Phone : 402-562-1210 Url : www.ccneb.edu Email : lhastreiter@cccneb.edu Lora Hastreiter	Y	0
5	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Shai Harrison	N	0
6	Employee Referral	N	1
7	Hastings College Career Services P.O. Box 269 Hastings, Nebraska 68902 Phone : 402-461-7387 Email : kgraviette@hastings.edu Kimberly Graviette	Y	0

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8	Indeed.com - Not Directly Contacted by SEU	N	2
9	Kaplan University 3350 N. 90th St. Omaha, Nebraska 68131 Phone : 402-572-8500 Email : careerservices@kaplan.edu Jennifer Crews	Y	0
10	Mid-Plains Community College Career Assessment 1205 E 3rd McCook, Nebraska 69001 Phone : 308-345-8172 Email : mowryl@mpcc.edu Lorrie Mowry	Y	0
11	Nebraska Department of Labor 600 E. Francis Street, Suite 9 North Platte, Nebraska 69101 Phone : 308-535-8320 Url : www.dol.nebraska.gov Email : thomas.gann@nebraska.gov Fax : 1-308-535-8085 Thomas Gann	Y	0
12	Nebraska Workforce Development 5717 F Street Omaha, Nebraska 68117 Phone : 402-595-3009 Url : www.nebraskaworkforce.com Email : ndol.omahawfd@nebraska.gov Fax : 1-402-595-2701 Peggy Kotschwar	Y	0
13	Northeast Community College POB 469 801 E Benjamin Ave Norfolk, Nebraska 68702-0469 Phone : 402-844-7263 Url : www.northeastcollege.com Email : amy@northeast.edu Fax : 1-402-844-7400 Amy Koehler	Y	0

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14	ResCare Workforce Services 509 East 4th Street - Suite E North Platte, Nebraska 69101 Phone : 308-696-0002 Fax : 1-308-221-6923 Sue Twidwell	Y	0
15	Sportscasters Talent Agency of America (Sports positions only) Unknown unknown, Kansas Phone : 9496487822 Url : https://staatalent.com/ Email : jon@staatalent.com Jon Chelesnik	Y	2
16	University of Nebraska at Omaha (UNO) Career Development Center 6001 Dodge St - 115 EAB Omaha, Nebraska 68182-0789 Phone : 402-554-3672 Url : www.unomaha.edu Email : cpettid@unomaha.edu Cathy Pettid	Y	0
17	University of Nebraska/Kearney 905 W. 25th Kearney, Nebraska 68849 Phone : 308-865-8501 Url : unk.edu Email : careerserv@unk.edu Fax : 1-308-865-8882 Joni Weed	Y	0
18	UNL/College of Journalism & Mass Communications 147 Andersen Hall University of Nebraska/Lincoln Lincoln, Nebraska 68588-0466 Phone : 402.472.6856 Email : ralloway1@unl.edu Fax : 1-402-472-8403 Rick Alloway	Y	0

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19	Washburn University Career Services 1700 SW College Ave. Morgan Hall 123 Topeka, Kansas 66621 Phone : 785-670-1450 Url : www.washburn.edu Kent McAnally Manual Posting	Y	0
20	Wayne State College 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7527 Email : coop@wsc.edu Fax : 1-402-375-7072 Career Services	Y	0
21	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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February 1, 2022 - January 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/28/2022	Participation in scholarship programs	The SEU participated in the Nebraska Broadcasters Association Scholarship Program. The SEU ran on-air announcements in January & February 2022 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	4/5/2022	Participation in Job Fairs	The SEU participated in a job expo hosted by the North Platte High School. Two members from the SEU were in attendance on April 5, 2022, including the Sales Manager & a Marketing Consultant. Job Expo participants were able to submit resumes, learn about potential job openings and ask questions about careers in broadcasting.	2	Sales Manager Marketing Consultant
3	10/4/2022	Participation in Job Fairs	The SEU participated in a job fair hosted by North Platte Community College. Three members from the SEU were in attendance on October 4, 2022, including the Sales Manager, Sports Director, and a 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
4	1/13/2023	Participation in Job Fairs	The SEU participated in a Virtual Job Fair hosted by the Nebraska Broadcasters Association from January 9, 2023 thru January 13, 2023. Job Fair participants were able to submit resumes and learn about job openings online. All resumes for the SEU's job opening were forwarded to the Sales Manager for review.	1	Sales Manager

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5	1/25/2023	Provision of training to management	On January 25, 2023, the SEU's Sales Manager participated in a training entitled "Discovering Your 'Why' Through DE&I," which was offered at the Rising Above Summit held by P1 Learning. The training covered the importance of Diversity, Equity and Inclusion (DE&I), how DE&I efforts can fit into the SEU's everyday actions to create more inclusive workplaces, and the implementation process.	1	Sales Manager