

**KJSK(AM), KKOT(FM), KLIR(FM), KTTT(AM), KZEN(FM)
EEO PUBLIC FILE REPORT
February 1, 2017-January 31, 2018¹**

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
Account Executive	2, 4, 8-9	9
Account Executive	2, 4, 7-9	7
Account Executive	2, 4, 8-9	4

¹ This Report provides recruitment data through January 21, 2018 pursuant to the FCC’s grace period policy.

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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	www.allaccess.com Phone: 402-564-2866	N	0
2	On-Air Announcements (<i>one or more SEU stations</i>) 1418 25 th Street Columbus, NE 68601 Phone: 402-564-2866	N	1
3	Station Website Posting (<i>one or more SEU stations</i>) 1418 25 th Street Columbus, NE 68601 Phone: 402-564-2866	N	0
4	Nebraska Department of Labor 3100 23 rd St Suite #22 Columbus, NE 68601 Phone: 402-564-7160 Fax: 402-563-2715 Email: sheila.gawrych@nebraska.gov Sheila Gawrych-Workforce Coordinator	N	1
5	Columbus Telegram 1254 27 th Ave Columbus, NE 68601 Phone: 402-564-2741 Url: kmuchmore@columbustelegram.com Email: kmuchmore@columbustelegram.com Kelly Muchmore	N	0
6	Internal Transfer/Promotion	N	0
7	Word-of-Mouth Referral	N	2
8	Alpha Careers Website www.alphamediausa.com/careers 1211 SW 5 th Avenue, Suite 750 Portland, OR 97204 Phone: 503-517-6241	N	0
9	www.Indeed.com	N	1
10	Facebook Posting	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	National Association of Farm Broadcasting 1100 Platte Falls Road P.O. Box 500 Platte City, MO 64079 www.nafb.com	N	0
12	Nebraska Broadcasters Association 11414 West Center Road, Suite 342 Omaha, NE 68144 www.ne-ba.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fairs	On March 22, 2017, our SEU participated in a job fair held at Central Community College. Station participants included our General Manager, who spoke with interested attendees about careers in broadcasting.
2	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	On May 3, 2017, our SEU participated in a career exploration simulation program at the University of Nebraska Lincoln Extension. Station participants included our Farm Director, who spoke with ninth/tenth grade students on the steps of education after high school and finding a career.
3	Internship Program	During the Spring 2017 semester, our SEU hosted an intern from Educational Service Unit 7 once a week. The intern learned about the communications and business skills needed to succeed in broadcasting. The intern was supervised by our SEU's Traffic Coordinator.
4	Management-level training addressing equal employment opportunity and preventing discrimination	On August 24, 2017, our SEU participated in a comprehensive training webinar reviewing the FCC's equal employment opportunity rules presented by Elizabeth E. Goldin of Wiley Rein, LLP to Alpha Media. Station participants included our Business Manager.
5	Management-level training addressing equal employment opportunity and preventing discrimination	On October 18, 2017, our SEU participated in a comprehensive training webinar sponsored by the Nebraska Broadcasters Association reviewing the FCC's equal employment opportunity rules presented by Lauren Lynch Flick of Pillsbury. Station participants included our Business Manager and Operations Manager.
6	Internship Program	During the Fall 2017 semester, our SEU hosted an intern from Educational Service Unit 7 once a week. The intern learned about the communications and business skills needed to succeed in broadcasting. The intern was supervised by our SEU's Traffic Coordinator.