

**EEO PUBLIC FILE REPORT**

**Reporting Period:** September 1, 2018 - January 31, 2019 The transaction whereby the SummitMedia, LLC licensees acquired these Stations was consummated on November 1, 2018. See BALH-2018028ABC, BAL/BALH-2018028ABE-ABH. On September 1, 2018, SummitMedia, LLC began providing programming for these Stations pursuant to a Local Marketing Agreement. Accordingly, this report covers the period between September 1, 2018 and January 31, 2019.

**Stations Included in Report:** KEZO-FM, KKCD-FM, KQCH-FM, KSRZ-FM, KXSP-AM

**I. List of Recruitment Sources**

(including the number of interviewees referred during the reporting period)

\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				12
C2	Internal Candidate / WorkLife				3
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202		205-322-2987	9
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	The Ladders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		3

(1) This Report was revised in April 2019 to address reporting issues.

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C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		2
C165	Jobtome	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C166	DRI International (Disaster Recovery Institute)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
<b>Local Sources</b>					
L1	American Broadcasting School*	712 N. Watson Road Ste 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College*	2320 S. 19th St. Tacoma, WA 98405	Shirley Miller skmiller@bates.ctc.edu	253-680-7240	
L3	Central Michigan University*	340 Moore Hall Mount Pleasant, MI 48859	Michelle Kalisek kalis1m@cmich.edu	989-774-3851	
L4	Creighton University	2500 California Plaza 68131 Omaha NE.	Cheri Jackson careercenter@creighton.edu https://creighton.joinhandshake.com	402-280-2723	
L5	Emerson College*	113 Gray Street Arlington, MA 2476	Mary Sullivan careers@emerson.edu	781-646-1077	
L6	Iowa Workforce Development	300 W. Broadway Suite 13 Council Bluff IA 51503	Maria Cortez Maria.cortez@iwd.iowa.gov	712-352-3480	
L7	Nebraska College Recruiting Consortium	5000 St Paul Ave Lincoln NE 68504	Heather Hoop ncrc@nebrwesleyan.edu	402-465-2224	
L8	Nebraska Workforce Development of Omaha	5717 F Street Omaha NE 68117	Shauna Paolini Shauna.Paolini@nebraska.gov	402-934-2362	
L9	Ohio & Illinois Centers for Broadcasting*	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	312-884-8000	
L10	University of Nebraska at Lincoln	230 Nebraska Union Lincoln, NE. 68588	Dshannon Seehase careerservices#unl.edu	402-472-7211	
L11	University of Nebraska at Omaha	6001 Dodge Street Omaha NE. 68182	Chris Allen PHD. Dr. Sherry Jodeane Brownlee callen@unomaha.edu, swilson@unomaha.edu and Jbrownless@unomaha.edu	402-554-2601	
L12	University of North Texas*	PO Box 310589 Denton, TX 76203	Phyllis Slocum Slocum@unt.edu	940-565-2565	
L13	University of Wisconsin - Oshkosh School of Radio, TV & Film*	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L14	Nebraska Broadcasters Association	11414 W. Center Rd Suite 342 NE. 68144 Omaha,	Jim Timm ba.org Jtimm@ne-	402-933-0059	
L15	OmahaHelpWanted.com	RegionalHelpWanted.Com 11 Abrams Road Central Valley, NY 10917	Kris Schnieder http://regionalhelpwanted.com	800-36-8630	

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L16	All Access	28955 Pacific Coast Hwy 210 Malibu, CA 90265	www.allaccess.com		
L17	Radio Advertisement	10714 Mockingbird Drive NE. 68127	Omaha, Sales Manager www.summitmediacorp.com	402-592-3333	
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**II. Full-Time Vacancies Filled During the Reporting Period**

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
General Manager	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C69, C97, C116, C130, C131, C132, C134, C165, C166, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17	Code Number: C1 Start Date: 2019-02-18
Local Sales Manager	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C69, C97, C116, C130, C131, C132, C134, C165, C166, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17	Code Number: C1 Start Date: 2019-01-02
Business Manager	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C69, C97, C116, C130, C131, C132, C134, C165, C166, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17	Code Number: C134 Start Date: 2018-11-01
Promotions Manager	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C69, C97, C116, C130, C131, C132, C134, C165, C166, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17	Code Number: C3 Start Date: 2018-11-01
Account Exec, Radio	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C69, C97, C116, C130, C131, C132, C134, C165, C166, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17	Code Number: C3                      Start Date: 2018-11-26
Account Exec, Radio	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C69, C97, C116, C130, C131, C132, C134, C165, C166, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17	Code Number: C1 Start Date: 2018-10-03

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

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