

KEZO-FM, KKCD(FM), KSRZ(FM), KQCH(FM), KXSP(AM)
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
Account Executive (Marketing Strategy Lead)	1-3, 5-6	5
General Manager/VP	8, 10	10
Account Executive (Marketing Strategy Lead)	1-6,10	1
Account Executive (Marketing Strategy Lead)	1-6, 10	2

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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	Indeed Website www.indeed.com	No	8
2	LinkedIn Website www.linkedin.com	No	6
3	Summit Corporate Website www.summitmediacorp.com	No	0
4	Internal Job Posting 6700 Mercy Road #303 Omaha, NE 68106	No	0
5	Employee Referral	No	6
6	Handshake.com 225 Bush St 12th floor San Francisco, CA	No	0
7	Networking Events- Kansas Broadcasting Engineering Academy – General Manager and Chief Engineer attended a two-day Introduction to Radio Engineering, With the goal to network with the other 30 plus attendees. This event was on September 19 th and 20 th 2022	No	0
8	Media Staffing Network <i>(This Network distributes notifications about job openings to numerous recruitment sources.)</i> Kate Glenn kate@mediastaffingnetwork.com 810.357.3096	No	8
9	Walk-In/Self-Referral	No	0
10	Networking Referral General Sales Manager was contacted by a neighbor. That lead to interviews and ultimately SEU extended an offer for employment that was accepted	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			29

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	From July 11 through 15, 2022, our SEU participated in the Nebraska Broadcasters Association Virtual Job Fair. Our Promotions Director monitored this online event and spoke to interested candidates about the company, career opportunities in radio, and job openings within the SEU. Our SEU also broadcast employment ads on our Stations and posted openings to the careerpage.org.
2	Participate in Job Fair	From October 10 through 14, 2022, our SEU participated in the Nebraska Broadcasting Associations Virtual Job Fair. Our General Sales Manager and Promotions Director monitored this online event and spoke to interested candidates about the company, career opportunities in radio, and job openings within the SEU. Our SEU also broadcast employment ads on our Stations and posted openings to the careerpage.org.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On January 17, 2023, our SEU’s new General Manager received personalized training about the FCC’s EEO recruitment, recordkeeping, and reporting requirements from a member of the SEU’s communications law firm. Further, the Fletcher, Heald & Hildreth Power Point presentation, <i>The FCC’s EEO Rules</i> was shared with the General Manager to review and use as a reference tool going forward.
4	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting	On October 28, 2022, our SEU’s General Sales Manager was invited to participate in Career Day at Lincoln High School in Lincoln, NE., during which he spoke with students in three classes about how radio stations operate and the opportunities available for a future career in broadcasting.