

KEZO-FM, KKCD(FM), KSRZ(FM), KQCH(FM), KXSP(AM)
EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 2024

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
Promotions Director	2-3,5,8-9,15-17	15
Marketing Strategy Lead	1-3,5,8-9	5
Marketing Strategy Lead	1-3,5,7-9,11	5
Assistant Program Director/Air Talent	1-3,6-7,9,11,15-17	6
Promotions Director	1-3,6,9,11,15-17	6
Engineer	1-3,5-11,15-16, 18	5
Marketing Strategy Lead	1-3,5,7-10,19	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	7
2	LinkedIn Website www.linkedin.com	No	15
3	Summit Corporate Website www.summitmediacorp.com	No	5
4	Internal Job Posting 6700 Mercy Road #303 Omaha, NE 68106	No	0
5	Employee Referral	No	12
6	SummitMedia Direct – Recruited/Cold Called	No	5
7	General Word of Mouth	No	2
8	Handshake.com 225 Bush St 12th floor San Francisco, CA	No	1
9	NASBA/careerpage.org	No	0
10	Nebraska Broadcasters Association-ne.ba.org	No	0
11	Summit Virtual Career Fair- 6/13/2023 SummitMedia – Omaha host – see Section III	No	2
12	Media Staffing Network <i>(This Network distributes notifications about job openings to numerous recruitment sources.)</i> Cori Hirsh cori@mediastaffingnetwork.com 847.222.3258	No	0
13	Walk-In/Self-Referral	No	0
14	RadioINSIGHT.com	No	0
15	All Access.com	No	4
16	Radio-Online.com	No	0
17	RAMP247.com	No	0
18	SBE.org – Society of Broadcast Engineers	No	4
19	Nebraska Broadcaster Career Fair-see section III	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			57

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fairs (5)	<p>From April 24 through 28, 2023, our SEU participated in the Nebraska Broadcasters Association Virtual Job Fair. Our Market President and SummitMedia.s VP/Chief People Officer 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, websites, and posted openings to the careerpage.org. The SEU was pleased with the response and participation in this event.</p> <p>From July 17 through 21, 2023, our SEU participated in the Nebraska Broadcasters Association Virtual Job Fair. Our Market President and SummitMedia’s VP/Chief People Officer 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, websites, and posted openings to the state association’s career fair job board.</p> <p>On August 8, 2023, our SEU participated in a local job fair hosted by the Nebraska Broadcaster’s Association. The SEU’s Vice President of Sales attended the NBA Members Career Fair that took place in Omaha. This career event was conducted in conjunction with the NBA’s annual convention. The event was well attended and Summit was able to interact with several candidates who were interested in learning about careers in radio. Our SEU was pleased with the response to this local event.</p> <p>From October 23 through 27, 2023, our SEU participated in the Nebraska Broadcasters Association Virtual Job Fair. Our Market President and SummitMedia’s VP/Chief People Officer 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, websites, and posted openings to the careerpage.org. page. The SEU was pleased with the response to this event.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		<p>From January 8, 2024 through January 12, 2024, our SEU participated in the Nebraska Broadcasters Association Virtual Job Fair. Our Market President and SummitMedia’s VP/Chief People Officer monitored this online event and followed up with any interested candidates about opportunities in radio, and job openings within the SEU. Our SEU promoted the event and posted openings to the careerpage.org page. The SEU was pleased with the response to this event.</p>
2	<p>Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination</p>	<p>From May 5 through 8, 2023, our SEU’s General Manager, General Sales Manager, Program Director, and Promotions Director – all overseeing hiring for the Omaha market – participated in training through videos that reviewed EEO compliance as well as pipeline and recruiting outreach opportunities and efforts. Training was provided by Broadcast One Source/Media Staffing Network.</p>
3	<p>Host a Job Fair</p>	<p>On June 13, 2023, our SEU hosted a Virtual Career Fair. The event was heavily promoted locally to colleges, the Chamber, and through on-air and station websites. Four areas of interviews were offered: sales, programming, promotions, and internships, as well as an informational interview. Participants signed up and were scheduled for an interview on the day of the event, either via phone, Zoom, or MS Teams. The SEU was very pleased with the results and all participants were invited to apply for current and future openings.</p>