

**KFOR(AM), KFRX(FM), KIBZ(FM), KLMS(AM), KTGL(FM), KZKX(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020-January 31, 2021**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On Air Talent	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11	1
Content Director	1, 3, 6, 7, 10, 11	10

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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	<b>All Access</b> www.allaccess.com	N	8
2	<b>SEU Internship Program</b>	N	1
3	<b>Alpha Media Careers Website</b> www.alphamediausa.com/careers	N	0
4	<b>College of Journalism and Broadcasting – University of Nebraska-Lincoln</b> Broadcast Media Placement 147 Anderson Hall Lincoln, NE 68588 Rick Alloway Ralloway1@unl.edu <i>(via Handshake internet recruiting platform)</i>	N	0
5	<b>Indeed.com</b>	N	0
6	<b>Internal Transfer/Promotion</b>	N	1
7	<b>Nebraska Broadcaster’s Association</b> <a href="https://www.ne-ba.org/programs_and_services-broadcast_careers.asp">https://www.ne-ba.org/programs_and_services-broadcast_careers.asp</a>	N	0
8	<b>Web Banners</b> <i>(one or more SEU stations)</i>	N	0
9	<b>Southeast Community College/College Central Network</b> <a href="https://www.collegecentral.com/southeast">https://www.collegecentral.com/southeast</a> 402-437-2622 Contact: Lynn Willey	N	0
10	<b>Word-of-Mouth Referral</b>	N	2
11	<b>College Central Network</b> www.employercentral.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			12

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	<p>During this reporting period, our SEU hosted one intern from the University of Nebraska–Lincoln. The intern worked with our CHR Station KFRX, as well as with our KFOR News Team. The intern had the opportunity to observe the operations of a number of our departments, including the ability to participate on-air and serve as a creative and/or content source for the radio station.</p> <p>1 – KFRX / June 2020 - January 2021</p>
<b>2</b>	Participate in scholarship program relating to careers in broadcasting	<p>During the reporting period, our SEU participated in the Nebraska Broadcasters Association’s scholarship program. Our SEU’s General Manager evaluated scholarship applications as part of the program and the stations provided financial support.</p>
<b>3</b>	Management-level training addressing equal employment opportunity and preventing discrimination	<p>On August 27, 2020, our SEU’s Business Manager participated in a ThinkHR training program provided by Alpha Media entitled, “Understanding Unconscious Bias” and “Overcoming your Unconscious Biases.”</p>
<b>4</b>	Management-level training addressing equal employment opportunity and preventing discrimination	<p>On January 13, 2021, our Business Manager participated in a ThinkHR training program provided by Alpha Media entitled, “EEO and Lawful Hiring.”</p>