

**KFOR(AM), KFRX(FM), KIBZ(FM), KLMS(AM), KTGL(FM), KZKX(FM)
EEO PUBLIC FILE REPORT
February 1, 2018-January 31, 2019**

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	1-3, 6	2
Account Executive	1-3, 6, 9	6
Business/Traffic Manager	1-3, 6	1
Producer	2-3, 5*	5
On-Air AMD Co-Host	2-3, 5*	5
KFOR/KLMS PD	4-6*	5
Promotions Director	1-3, 6, 15	1
Receptionist	1-3, 6, 10	10

**Exigent Circumstances*

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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	On-Air Announcements <i>(one or more SEU stations)</i>	N	34
2	Alpha Media Careers Website www.alphamediausa.com/careers	N	3
3	Indeed.com <i>(automated posting from Alpha careers website)</i>	N	0
4	All Access www.allaccess.com	N	2
5	Internal Transfer/Promotion	N	3
6	Word-of-Mouth Referral	N	21
7	Creighton University <i>(via Handshake internet recruiting platform)</i>	N	0
8	University of Nebraska-Kearney <i>(via Handshake internet recruiting platform)</i>	N	0
9	University of Nebraska-Lincoln <i>(via Handshake internet recruiting platform)</i>	N	1
10	Staffing Services, Inc. 1840 N 48th Street Lincoln, NE 68504 402-465-9060 lincolnjobs@staffingservicesne.com	N	1
11	Zip Recruiter	N	0
12	Linkedin	N	0
13	Nebraska College Recruiting Consortium https://ncrc-csm.symlicity.com/	N	0
14	CornhuskerHelpWanted.com https://regionalhelpwanted.com/cornhusker/lincoln-ne-jobs/	N	0
15	SEU Internship Program	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			66

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Broadcast Careers	<p>On October 4, 2018, a sports announcer spoke with a sports broadcasting class at the University of Nebraska about a career in sports radio broadcasting.</p> <p>On September 26, 2018, the head of our Digital Department spoke to the University of Nebraska–Lincoln chapter of Phi Beta Lambda, an organization dedicated to inspiring and developing the next generation of leaders by preparing members for careers in business and business-related fields</p>
2	Participate in Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Broadcast Careers	<p>On March 27, 2018, our SEUs News Director talked to a Lincoln Southeast High School class about his career in broadcasting, the news and also shared his experience in blood donation and the power of voice in the community to tell the story.</p>
3	Host Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Broadcast Careers	<p>KIBZ: On March 6, 2018, a visually impaired student from Lincoln Public Schools shadowed our Program Director.</p> <p>KFRX: On February 2, 2018, a University of Nebraska–Lincoln student shadowed our Program Director.</p> <p>KFRX: On September 10, 2018, a University of Nebraska–Lincoln student shadowed our Director of Sales, Promotions Coordinator, and Market Manager.</p> <p>KFOR: On March 12, 2018, an East High School student shadowed a news anchor.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Internship Programs	<p>Our SEU hosted two interns for KFRX (both University of Nebraska–Lincoln), two interns for KZKX (University of Nebraska-Lincoln and Doane College), and one intern in the creative department (University of Nebraska-Lincoln) at various times throughout the reporting period (as detailed below). Our interns have the opportunity to observe the operations of a number of our departments, including the ability to participate on-air and serve as a creative source for the radio station. The interns were supervised at all times by our Program Directors.</p> <p>1 - January–March 2018 1 - May–August 2018 1 - July–December 2018 1 - August–December 2018 1 - August–September 2018</p>
5	Participate in a Job Fair	<p>On August 14, 2018, our Market Manager participated in the Lincoln Area Broadcaster’s Career Fair, speaking with interested attendees regarding careers in broadcasting. The SEU also ran on-air announcements promoting the job fair.</p>
6	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 Market Manager evaluated scholarship applications and the SEU ran on-air advertisements soliciting applications. In addition, our SEU contributed financial support to the program.</p>
7	Participate in Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Broadcast Careers	<p>On February 1, 2018, our Market Manager attended a panel of broadcasters for a brainstorming session at the University of Nebraska Dept of Journalism and Mass Communications. We discussed ways/innovations to better engage students in broadcasting</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Management-Level Training Addressing Equal Employment Opportunity and Preventing Discrimination	On September 20, 2018, our Market Manager attended a half-day employment law forum training conducted by the Cline Williams Law Firm. Among other things, the seminar covered topics related to diversity issues, and preventing discrimination in the work place.