

**KJSK(AM), KKOT(FM), KLIR(FM), KTTT(AM), KZEN(FM)
EEO PUBLIC FILE REPORT
February 1, 2019-January 31, 2020¹**

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	2-4, 7-8	8

¹ This Report provides recruitment data collected from January 22, 2019 through January 21, 2020.

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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	www.allaccess.com Phone: 402-564-2866	N	0
2	On-Air Announcements (<i>one or more SEU stations</i>) 1418 25 th Street Columbus, NE 68601 Phone: 402-564-2866	N	2
3	Nebraska Department of Labor 3100 23 rd St Suite #22 Columbus, NE 68601 Phone: 402-564-7160 Fax: 402-563-2715 Email: colleen.jensen@nebraska.gov Colleen Jensen-Workforce Coordinator	N	1
4	Central Community College- Columbus Campus 4500 63 rd Street PO Box 1027 Columbus, NE 68602 Phone: 402-562-1210 Fax: 402-562-1210 Email: lhastreiter@cccneb.edu Lora Hastreiter- Career and Employment Services Director	N	0
5	Internal Transfer/Promotion	N	0
6	Word-of-Mouth Referral	N	0
7	Alpha Media Careers Website www.alphamediausa.com/careers 1211 SW 5 th Avenue, Suite 750 Portland, OR 97204 Phone: 503-517-6241	N	0
8	www.Indeed.com	N	2
9	Station Facebook Posting (<i>one more SEU stations</i>)	N	0
10	National Association of Farm Broadcasting 1100 Platte Falls Road P.O. Box 500 Platte City, MO 64079 www.nafb.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Nebraska Broadcasters Association 11414 West Center Road, Suite 342 Omaha, NE 68144 www.ne-ba.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship program	During the Spring 2019 semester, our SEU hosted an intern from Educational Service Unit 7 (public schools in Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk counties) twice a week. The intern learned about the communications and business skills needed to succeed in broadcasting. The intern was supervised by our SEU’s Business Manager and Traffic Coordinator.
2	Participate in job fair	On May 17, 2019, our SEU participated in a job fair held at Central Community College. Station participants included our General Manager, who spoke with interested attendees about careers in broadcasting.
3	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On September 23, 2019, our SEU hosted a student from Lakeview High School, who shadowed our Operations Manager along with various Program Directors. He observed the radio broadcast operations, gathering skills needed to succeed in broadcasting.
4	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our Business Manager took part in a training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s communications counsel, Wiley Rein LLP.
5	Management-level training addressing equal employment opportunity and preventing discrimination	On August 21, 2019, our Market, Operations, and Business Managers participated in a ThinkHR training program provided by Alpha Media entitled, “Workplace Harassment Prevention for Managers.”