

KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(FM)**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
Marketing Consultant	1-14	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Broadcasting School 4511 SE 29th St Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Chadron State College 1000 Main St Chadron, Nebraska 69337 Phone : 308-432-6388 Email : dkennell@csc.edu Fax : 1-308-432-6439 Deena Kennell	N	0
3	Colorado Media School 404 South Upham Street Lakewood , Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	N	0
4	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Fax : 1-785-625-8030 Shai Harrison	N	0
5	Employee Referral	N	1
6	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712-325-3390 Email : hirwin@iwcc.edu Fax : 1-712-388-6803 Hugh Irwin	Y	0

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7	Mitchell Technical Institute 821 N Capital Mitchell, South Dakota 57301 Phone : 605-995-3025 Email : megan.mentzel@mitchelltech.edu Fax : 1-605-995-3083 Megan Mentzel	N	0
8	Nebraska Workforce Development 505A Broadway, Ste 300 Scottsbluff, Nebraska 69361 Phone : 308-633-1056 Email : NDOL.PanhandleBusiness@Nebraska.gov Lori Marquez	Y	0
9	Northeast Community College POB 469 801 E Benjamin Ave Norfolk, Nebraska 68702-0469 Phone : 402-844-7264 Url : www.northeastcollege.com Email : amy@northeast.edu Fax : 1-402-844-7404 Amy Koehler	Y	0
10	On-Air Announcements (one or more SEU stations) 1210 W 10th St Alliance, Nebraska 69301 Phone : 308-762-1400 Email : olivia.brown@eagleradio.net Olivia Hasenauer	N	1
11	South Dakota Broadcasters Association PO Box 1037 Pierre, South Dakota 57501 Phone : 605-224-1034 Url : sdba.org Email : marla@willardandassociates.com Fax : 1-605-224-7426 Steve Willard	N	0

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12	Southeast Community College 4771 W Scott Rd Beatrice, Nebraska 68310-7042 Phone : 402-228-8216 Url : www.southeast.edu Email : placement@southeast.edu Fax : 1-402-228-2218 Connie Russell	Y	0
13	The Women's Center for Advancement 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 1-402-345-0635 Tulani Grundy Meadows	N	0
14	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(FM)**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/21/2022	Participation in scholarship programs	The SEU participated in the Nebraska Broadcasters Association's 2022 EEO Scholarship where select college students were chosen to receive awards. The SEU contributes bi-annually with monetary funds towards scholarships awarded each year. On-air announcements were aired on all four stations promoting the scholarship program. The Regional Manager was involved in analyzing and judging the applicants' entries for the selection committee.	1	Regional Manager
2	5/20/2022	Establishment of training programs for station personnel	The SEU put one of its new Marketing Consultant through a 7-week training program called P1 Plus, covering a number of broadcasting topics and skillsets. Participants watch more than 50 online video courses and take an exam at the end of each course. There are weekly calls with course instructors and weekly status updates that are sent to the participant's manager. Participants learn about topics such as advanced sales techniques and broadcast and digital sales, which will in turn will help them advance their career in the company.	2	Chief Revenue Officer Marketing Consultant
3	11/2/2022	Participation in events or programs sponsored by educational institutions	The SEU participated in a career simulation day with the University of Nebraska Lincoln extension office and local high schools on 11/02/22. Students had the opportunity to talk with the SEU's Regional Manager about different broadcasting careers and the type of education and experience needed to get into each field related to broadcasting.	1	Regional Manager

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4	1/25/2023	Provision of training to management	On January 25, 2023, the SEU's Regional Manager and Sales Manager participated in a training entitled "Discovering Your 'Why' Through DE&I," which was offered at the Rising Above Summit held by P1 Learning. The training covered the importance of Diversity, Equity and Inclusion (DE&I), how DE&I efforts can fit into the SEU's everyday actions to create more inclusive workplaces, and the implementation process.	2	Regional Manager Sales Manager