

KAAQ (FM), KCNB (FM), KCOW (AM), KQSK (FM)**EEO PUBLIC FILE REPORT****February 1, 2017 - January 31, 2018****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	1-16	5

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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	Broadcast Center 2360 S Hampton St. Louis, Missouri 63139 Phone : 314-647-8181 Url : www.broadcastcenterinfo.com Email : placement@broadcastcenterinfo.com Fax : 1-314-647-1575 Kara Savio	N	0
3	Chadron State College 1000 Main St Chadron, Nebraska 69337 Phone : 308-432-6388 Email : jhartman@csc.edu Fax : 1-308-432-6439 Janet Hartman	N	0
4	Colorado Media School 404 South Upham Street Lakewood , Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	N	0
5	Eagle Communications Careers Website 2703 Hall St, Suite 15 Hays, Kansas 67601 Phone : 785-625-4000 Url : www.eaglecom.net/careers Email : eaglehr@eaglecom.net Fax : 1-785-625-8030 Cole Grieves	N	1
6	Indeed Website 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : www.indeed.com Cole Grieves Manual Posting	N	0

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7	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
8	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
9	Nebraska Workforce Development 302 Box Butte Ave Alliance, Nebraska 69301 Phone : 308-763-2935 Fax : 1-308-763-2936 Jill Langemeier	Y	0
10	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
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 Shirley Huttenmaier	Y	0
13	Station Website Posting (One or More SEU Stations)	N	1
14	The Chadron Record 248 W 2nd St Chadron, Nebraska 69337 Phone : 308-432-5511 Url : www.chadronrecord.com Julie Pfister Manual Posting	N	0
15	WCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 1-402-345-0635 Tulani Grundy Meadows	N	0
16	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2017	Participation in scholarship programs	Participated in the Nebraska Broadcasters Association's 2017 Scholarship in which two 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 General Manager was involved in analyzing and judging the applicants' entries for the selection committee.	3	General Manager Production Director Traffic Director
2	4/19/2017	Participation in events or programs sponsored by educational institutions	The SEU spoke to a Chadron State College communications class regarding broadcasting. Discussion topics included the challenges of the industry, the reach of the SEU's stations, the various roles in radio and how to get started in the broadcast field. Questions regarding marketing and on-air broadcasting were also fielded from the class.	4	General Manager Sports Director Marketing Specialist Spring Intern
3	10/4/2017	Participation in events sponsored by community groups	The General Manager along with Operations Manager gave station tours to the 11th grade student business group through Box Butte County Development. The General Manager spoke about careers in broadcasting, get started in the industry, and how our departments operate as a group in order to run our radio stations successfully. The Operations Manager spoke about the technology and engineering of the radio stations to be on the air.	2	General Manager Operations Manager
4	10/4/2017	Participation in events sponsored by community groups	The General Manager and Operations Manager gave station tours to the 8th grade student business group through Box Butte County Development. The General Manager discussed broadcasting, the different roles in a station, how to be involved in radio and get a career started. The Operations Manager spoke about the technology and engineering it takes to operate our radio stations.	2	General Manager Operations Manager

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5	12/8/2017	Participation in events or programs sponsored by educational institutions	The General Manager and Marketing Specialist spoke to a Alliance High School Journalism class regarding broadcasting. We talked about the challenges we face, the areas we serve, our different roles at the radio station and how to get started in the broadcast field. In addition to sharing our insight we also fielded questions regarding marketing, interviewing, applying for positions including applications and resumes.	2	General Manager Marketing Specialist