

KFAB, KFFF, KGOR, KISO, KXKT
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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
Outside Account Executive - 100% Commission	1, 3, 5-11, 13-14, 16	5
Outside Account Executive - 100% Commission	1, 3, 6-11, 13-16	15
Region Vice President of Automotive	1, 3, 5-11, 13-14, 16	5
Outside Account Executive	1-4, 6-14, 16	4

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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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Joel Denver	N	0
2	All Access Music Group Nebraska Url : www.allaccess.com Career Services Manual Posting	N	0
3	College of St Marys 1901 S 72nd Omaha, Nebraska 68124 Phone : 402-399-2485 Career Services Manual Posting	N	0
4	Current Employee	N	1
5	Employee Referral	N	2
6	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
8	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712-325-3294 Email : bcroghan@iwcc.edu Fax : 1-712-388-6803 Brittany Croghan	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	LingoDocs 4018 L Street Omaha, Nebraska 68107 Phone : 402-504-3363 Email : armando@LingoDocs.com Armando Salgado	N	0
10	Metropolitan Community College PO Box 3777 Omaha, Nebraska 68103 Phone : 402-738-4563 Url : https://www.surveymonkey.com/r/MCCpostings Monique Cribbs Manual Posting	Y	0
11	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68504 Phone : 402-465-2224 Email : career@nebrwesleyan.edu Fax : 1-402-465-2109 Janelle Andreini	Y	0
12	Omaha Help Wanted 6465 Greenwood Plaza Blvd Centennial, Colorado 80111 Phone : 4025612050 Url : www.omahahelpwanted.com Julie Wolfe Manual Posting	N	0
13	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
14	University of Nebraska - Omaha 60th & Dodge Street Omaha, Nebraska 68182 N/A N/A Manual Posting	N	0
15	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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16	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/12/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted students from Gretna High School. The students were given a tour of the facility, a presentation from Sales, News and On-Air Talent, and lunch.	4	Sales Support Account Executive Account Executive On-Air Talent
2	4/10/2019	Participation in scholarship programs	Our SEU participated in the Nebraska Association Foundation Student Scholarship Program. The program awarded \$1500 scholarships to two local students interested in pursuing careers in broadcasting. Our SEU promoted the scholarship program on-air and online and collected scholarship applications. Additionally, our Community Affairs Director judged scholarship applications.	1	Market President
3	4/17/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student from Iowa Western Community College. The student was given tour of the radio station and participated in a mock interview with one of the on-air talents.	1	On-Air Talent
4	9/10/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a job shadow for a university student from the University of Oregon. During the day she shadowed our Production Director and did an in car performance with our KFAB Program Director for our station website. Emma learned how to voice and edit multiple commercials for our stations. She recorded a client session and produced their ad while she was here. Station participants included our Production Director and the KFAB Program Director.	2	Production Director KFAB Program Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	1/10/2020	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour for 15 students attending Professor Jodeane Brownlee's Audio 1 class from the University of Nebraska-Omaha. During the tour they were shown our various departments. They spoke with Nicole in our Traffic Dept to learn how the commercials made it on being On-Air. They spoke with our KXKT Morning Show Hosts Steve & Gina about what being on air is like and about what our digital and social media requirements are. At the end of the tour the had a Q&A with Emily about general radio questions and careers in radio.	1	Promotions Director