

KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(FM)

EEO PUBLIC FILE REPORT

February 1, 2024 - January 31, 2025

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(FM)**EEO PUBLIC FILE REPORT****February 1, 2024 - January 31, 2025****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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(FM)**EEO PUBLIC FILE REPORT****February 1, 2024 - January 31, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2024	Participation in scholarship programs	The SEU participated in the Nebraska Broadcasters Association's 2024 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 from January through February 2024. The Regional Manager was involved in analyzing and judging the applicants' entries for the selection committee.	2	Regional Manager Production Director
2	2/13/2024	Provision of training to management	On February 13, 2024 the SEU's Regional Manager and Sales Manager participated in a training titled "Discussions on Diversity, Equity and Inclusion". The training covered the importance of Diversity, Equity and Inclusion (DEI) and how DEI efforts can fit into the SEU's everyday actions by taking the good intentions of DEI and impact their long-term viability and growth. The training addressed how DEI initiatives affect workplace culture for good or bad, as well as how outside dynamics (politics, fatigue, etc.) affect the goals of DEI, especially in the workplace.	2	Regional Manager Sales Manager