

**KAAQ(FM), KCNB(FM), KCOW(AM), KQSK(FM)****EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****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	1-13, 15, 17	8
Marketing Consultant	1-3, 6, 8-13, 15-17	16
Sports & News Director	1-6, 8-15, 17	14
Marketing Consultant	1-6, 9-13, 15-17	16

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSList")**

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 : <a href="http://www.radioschool.com">www.radioschool.com</a> Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Michelle McConnell	Y	0
2	Chadron State College 1000 Main St Chadron, Nebraska 69337 Phone : 308-432-6388 Email : <a href="mailto:dkennell@csc.edu">dkennell@csc.edu</a> 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 : <a href="mailto:dbyrdf@beonair.com">dbyrdf@beonair.com</a> Debbie Byrd	N	0
4	Concordia University 800 N Columbia Avenue Seward, Nebraska Phone : 4026437329 Url : <a href="https://www.cune.edu">https://www.cune.edu</a> Daisha Thomas Manual Posting	N	0
5	Creighton University 2500 California Plz Omaha, Nebraska Url : <a href="http://www.creighton.edu/careercenter">http://www.creighton.edu/careercenter</a> Jeremy Fisher Manual Posting	N	0
6	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : <a href="http://www.eaglemedia.com/careers">www.eaglemedia.com/careers</a> Email : <a href="mailto:eaglehr@eagleradio.net">eaglehr@eagleradio.net</a> Fax : 1-785-625-8030 Shai Harrison	N	0

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7	Glass Door - Not Directly Contacted by SEU	N	1
8	Indeed.com - Not Directly Contacted by SEU	N	6
9	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712-325-3390 Email : <a href="mailto:hirwin@iowcc.edu">hirwin@iowcc.edu</a> Fax : 1-712-388-6803 Hugh Irwin	Y	0
10	Mitchell Technical Institute 821 N Capital Mitchell, South Dakota 57301 Phone : 605-995-3025 Email : <a href="mailto:megan.mentzel@mitchelltech.edu">megan.mentzel@mitchelltech.edu</a> Fax : 1-605-995-3083 Megan Mentzel	N	0
11	Nebraska Workforce Development 505A Broadway, Ste 300 Scottsbluff, Nebraska 69361 Phone : 308-633-1056 Email : <a href="mailto:NDOL.PanhandleBusiness@Nebraska.gov">NDOL.PanhandleBusiness@Nebraska.gov</a> Lori Marquez	Y	0
12	Northeast Community College POB 469 801 E Benjamin Ave Norfolk, Nebraska 68702-0469 Phone : 402-844-7264 Url : <a href="http://www.northeastcollege.com">www.northeastcollege.com</a> Chandra Roberts Manual Posting	Y	0
13	South Dakota Broadcasters Association PO Box 1037 Pierre, South Dakota 57501 Phone : 605-224-1034 Url : <a href="http://sdba.org">sdba.org</a> Email : <a href="mailto:marla@willardandassociates.com">marla@willardandassociates.com</a> Fax : 1-605-224-7426 Steve Willard	N	0

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14	Sportscasters Talent Agency of America (Sports positions only) Unknown unknown, Kansas Phone : 9496487822 Url : <a href="https://staatalent.com/">https://staatalent.com/</a> Email : <a href="mailto:jon@staatalent.com">jon@staatalent.com</a> Jon Chelesnik	Y	1
15	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
16	Word of Mouth Referral	N	2
17	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</b>

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/17/2025	Establishment of training programs for station personnel	The SEU put two of its Marketing Consultants 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 help them advance their career in the company.	3	Chief Revenue Officer Marketing Consultant Marketing Consultant
2	9/15/2025	Establishment of training programs for station personnel	The SEU put one of its Marketing Consultants 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 help them advance their career in the company.	2	Chief Revenue Officer Marketing Consultant
3	11/18/2025	Provision of training to management	On November 18, 2025 the SEU's Regional Manager and Sales Manager participated in a training titled "Reading Between the Lines: What Diversity Means Today," which covered topics such as a clearer understanding of what diversity looks like now and strategies leaders can use to intentionally support inclusivity. The training also addressed tools to strengthen communication, collaboration and trust, as well as ways to build a more cohesive and high-performing team environment.	2	Regional Manager Sales Manager