

KELN(FM), KNPQ(FM), KOOQ(AM), KRNP(FM), KZTL(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
News Director	1-3, 5-12, 14-19, 21	7
Operations Manager	1-6, 8-21	4

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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 : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Bellevue University 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Email : colleen.plasek@bellevue.edu Fax : 1-402-557-5438 Colleen Plasek	Y	0
3	Central Community College 4500 63rd Street Columbus, Nebraska 68602 Phone : 402-562-1210 Url : www.ccneb.edu Email : lhastreiter@ccneb.edu Lora Hastreiter	Y	0
4	Current Employee/Internal Promotion	N	1
5	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eaglemedia.com/careers Email : eaglehr@eagleradio.net Shai Harrison	N	0
6	Hastings College Career Services P.O. Box 269 Hastings, Nebraska 68902 Phone : 402-461-7387 Email : kgraviette@hastings.edu Kimberly Graviette	Y	0
7	Indeed.com - Not Directly Contacted by SEU	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Kaplan University 3350 N. 90th St. Omaha, Nebraska 68131 Phone : 402-572-8500 Email : careerservices@kaplan.edu Jennifer Crews	N	0
9	Mid-Plains Community College Career Assessment 1205 E 3rd McCook, Nebraska 69001 Phone : 308-345-8172 Email : mowryl@mpcc.edu Lorrie Mowry	Y	0
10	Nebraska Department of Labor 600 E. Francis Street, Suite 9 North Platte, Nebraska 69101 Phone : 308-535-8320 Url : www.dol.nebraska.gov Email : Thomas.Gann@nebraska.gov Fax : 1-308-535-8085 Thomas Gann Prong 2 Ended Date: 10/29/2025	N	0
11	Nebraska Workforce Development 600 E Francis, Suite 9 North Platte, Nebraska 69101-4160 Phone : 3085358320 Url : www.nebraskaworkforce.com Email : ndol.northplattewfd@nebraska.gov Peggy Kotschwar	Y	0
12	Northeast Community College POB 469 801 E Benjamin Ave Norfolk, Nebraska 68702-0469 Phone : 402-844-7264 Url : www.northeastcollege.com Chandra Roberts Manual Posting	Y	0
13	RadioInsight https://radioinsight.com/ Sayreville, New Jersey Lance Venta Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	ResCare Workforce Services 509 East 4th Street - Suite E North Plate, Nebraska 69101 Phone : 308-696-0002 Fax : 1-308-221-6923 Sue Twidwell	Y	0
15	University of Nebraska at Omaha (UNO) Career Development Center 6001 Dodge St - 115 EAB Omaha, Nebraska 68182-0789 Phone : 402-554-3672 Url : www.unomaha.edu Cathy Pettid Manual Posting	Y	0
16	University of Nebraska/Kearney 905 W. 25th Kearney, Nebraska 68849 Phone : 308-865-8501 Url : unk.edu Email : careerserv@unk.edu Fax : 1-308-865-8882 Joni Weed	Y	0
17	UNL/College of Journalism & Mass Communications 147 Andersen Hall University of Nebraska/Lincoln Lincoln, Nebraska 68588-0466 Phone : 402-472-8992 Email : natalie@unl.edu Natalie Becerra	Y	0
18	Washburn University Career Services 1700 SW College Ave. Morgan Hall 123 Topeka, Kansas 66621 Phone : 785-670-1450 Url : www.washburn.edu Kent McAnally Manual Posting	Y	0
19	Wayne State College 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7527 Email : coop@wsc.edu Fax : 1-402-375-7072 Career Services	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
20	Word of Mouth Referral	N	1
21	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

KELN(FM), KNPQ(FM), KOOQ(AM), KRNP(FM), KZTL(FM)**EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/2/2025	Establishment of an intern program designed to assist members of the community	The SEU hosted an intern from University of Nebraska (Kearney) in Summer 2025, supervised by the Operations Manager. The intern received in-depth knowledge regarding radio operations, such as how to voice track, using the Nexgen automation system with radio stations, setting up a remote or sportscast, as well as logging commercials. Other operations of the stations were also reviewed, such as news and sports writing, and holding on-air interviews and live broadcasts. The internship spanned two months, allowing the intern to work a couple of days each week to learn the ins and outs of the radio industry.	1	Operations Manager
2	11/18/2025	Provision of training to management	On November 18, 2025 the SEU's 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.	1	Sales Manager