

**KHAS, KICS, KKPR, KLIQ, KXPB**  
**EEO PUBLIC FILE REPORT**  
**January 1, 2022 - December 31, 2022**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-3	3

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Indeed.com 7501 N. Capital Texas Hwy. Austin, Texas 78731 Phone : 800-462-5842 Amber Griffith Manual Posting	N	0
2	Nebraska Broadcasters Association 12020 Shamrock Plaza Suite 200 Omaha, Nebraska 68154 Email : jim@ne-ba.org Jim Timm	N	0
3	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>1</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/12/2022	Participation in events sponsored by organizations representing the community	Leadership Hastings Media session panel discussion	1	Operations manager
2	3/28/2022	Participation in scholarship programs	Participation in the 2022 cycle of our NBA Foundation EEO Scholarship program	1	General Manager
3	3/30/2022	Participation in events or programs sponsored by educational institutions	NCAPS Mentee program	1	Operations manager
4	4/21/2022	Participation in events or programs sponsored by educational institutions	Central Community College Media Arts Advisory Committee.	1	Operations manager
5	4/26/2022	Participation in events or programs sponsored by educational institutions	Spoke to 3 music classes at Hastings Middle School about how I use music in my job on a daily basis	1	Operations manager