

**BROADCAST EMPLOYMENT UNIT  
RECRUITMENT INITIATIVES CHECKLIST**

Station(s): KHAS AM, KLIQ FM, KICS AM  
(list all that are included within Employment Unit)

Community(ies) of License: Hastings, NE

Date of Annual Report: 2/1/08  
(enter the anniversary of the date the renewal application must be filed, which is four months prior to expiration of license)

No. of Full-time Employees:<sup>1</sup> 5 – 10 / More than 10 **XX**  
(check the number that applies)

*In a **two-year** period an Employment Unit with more than 10 full-time employees must engage in at least four of the initiatives or events listed below. If the Employment Unit has 5 – 10 full-time employees or is located in a smaller market, it must engage in at least two of the listed initiatives or events.<sup>2</sup> The period begins on the date the stations within the Employment Unit must file their license renewal applications, and the 2<sup>nd</sup>, 4<sup>th</sup>, and 6<sup>th</sup> anniversaries thereof. Each year, on the anniversary date, an Employment Unit must list and briefly describe the initiatives undertaken in the past year, place that list in the local public inspection file of each station within the Employment Unit, and post that list on the station’s web site if it has one.*

In the preceding year, the Employment Unit has engaged in (check all that apply):

		Ex. No. <sup>3</sup>
<p>_____ Participated in at least 4 <b>job fairs</b> by station personnel who have substantial responsibility in making hiring decisions.</p>	<p>1) _____ <small>(Date/Location/Event)</small></p> <p>2) _____ <small>(Date/Location/Event)</small></p> <p>3) _____ <small>(Date/Location/Event)</small></p> <p>4) _____ <small>(Date/Location/Event)</small></p>	<p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>_____ Hosted at least one <b>job fair</b>.</p>	<p>1) _____ <small>(Date/Location/Event)</small></p>	<p>_____</p>

<sup>1</sup> An employee with 50% or more ownership, or employees with 20% or more ownership where there is no owner with 50% or more ownership, are not regarded as employees.

<sup>2</sup> A “smaller market” is a metropolitan area with a population of fewer than 250,000, and any area outside all metropolitan areas as defined by the Office of Management & Budget.

<sup>3</sup> For insertion in an EEO binder, place a description of the activity and/or proof of participation behind a numbered tab. Insert appropriate exhibit number in the line next to the activity.

XX	Co-sponsored at least one <b>job fair</b> with organizations in the business and professional community whose membership includes substantial participation by women and minorities.	1) National Guard Armory in Grand Island NE 5/9/07 (Date/Location/Event)	_____
_____	Participated in at least 4 <b>events</b> sponsored by <b>organizations</b> representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	1) _____ (Date/Location/Event) 2) _____ (Date/Location/Event) 3) _____ (Date/Location/Event) 4) _____ (Date/Location/Event)	_____ _____ _____ _____
XX	Established an <b>internship</b> program designed to assist members of the community to acquire skills needed for broadcast employment.	9/5/07-Tassi Herrick	_____
_____	Participated in <b>job banks, internet programs</b> , and other programs designed to promote outreach generally ( <i>i.e.</i> , that are not primarily directed to providing notification of specific job vacancies).		_____
_____	Participated in <b>scholarship</b> programs designed to assist students interested in pursuing a career in broadcasting.	Describe:	_____
XX	Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Describe: Business Manager Marilyn Busboom & Office Assistant Megan Bohl attended Smarts Trng in Emmetsburg IA on November 15 & 16, 2007	_____
_____	Established a <b>mentoring</b> program for station personnel.	Describe:	_____
_____	Participated in at least 4 <b>events</b> or <b>programs</b> sponsored by <b>educational</b> institutions relating to career opportunities in broadcasting.	1) _____ (Date/Location/Event) 2) _____ (Date/Location/Event) 3) _____ (Date/Location./Event) 4) _____ (Date/Location/Event)	_____ _____ _____ _____

_____	Sponsored at least 2 <b>events</b> in the <b>community</b> designed to inform and educate the public as to employment opportunities in broadcasting.	1) _____ 2) _____ (Date/Location/Event)	_____
_____	<b>Listed</b> each <b>upper-level</b> category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	Identify job banks/newsletters	_____
_____	Provided <b>assistance</b> to unaffiliated non-profit entities in <b>maintaining web sites</b> that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting	Describe:	_____
_____	Provided <b>training</b> to <b>management level personnel</b> on methods of ensuring equal employment opportunity and prevent discrimination.	Describe:	_____
_____	Provided <b>training</b> to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.	Describe:	_____
_____	Participated in <b>other</b> activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Describe.	_____



SOURCES USED\*\*\*\*

Use Separate Sheet for Each Opening

***Job Title of Position: Sales Representative (2 hires)***

***Date of Hire:2/07***

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KKPR-FM	y	PO Box 130 Kearney NE 68848	Craig Eckert	308-236-9900
KKPR-AM (Now KXPN)	Y	PO Box 130 Kearney NE 68848	Craig Eckert	308-236-9900
Kearney Hub	N / A	13 East 22 <sup>nd</sup> , Kearney NE 68847	Classified Ads Dept	308-234-2121
Grand Island Independent	N / A	422 W First, Grand Island NE 68801	Classified Ads Dept	308-382-1000
Nebraska Workforce Development	Y	Eagles Nest Business Complex 4009 W 6 <sup>th</sup> Kearney NE 68845	NA—Fulltime Staff	308-865-5404
Nebraska Workforce Development Website	Y	<a href="http://nejoblink.dol.state.ne.us/index.cfm">http://nejoblink.dol.state.ne.us/index.cfm</a>	NA-Website	NA
America's Job Bank	Y	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>		NA
Nebraska Broadcasters Association Website:www.ne-ba.org	Y	12020 Shamrock Plaza Omaha, NE 68454	Marty Riemenschneider	402-778-5178

		EEO1: NBA forwards our information to the agencies below.		
Bellevue University	N O	1000 GALVIN ROAD SOUTH Bellevue NE 68005	DOROTHY GRAHAM	402-293-3775
Central Community College		4500 63RD STREET Columbus NE 68602	MICHELLE BENTZ	402-562-1210
Chadron State College		HUMAN RESOURCES 1000 MAIN ST CHADRON NE 68337	KARA VOGT	308-432-6224
Clarkson College		101 SOUTH 42ND STREET OMAHA NE 68131		402-552-3100
College of Saint Mary		1901 SOUTH 72ND STREET OMAHA NE 68124	TOM ALLISON	402-399-2485
Concordia University Nebraska		800 N COLUMBIA SEWARD NE 68434	CINDY GREENE	402-643-7246
Creighton University		25 CALIFORNIA PLAZA BRANDEIS BUILDING B03 OMAHA NE 68178	JIM BRETL	402-280-2722
Dana College		2848 COLLEGE DRIVE EC HUNT CAMPUS CENTER BOX 1225 BLAIR NE 68008	ANN NELSON	402-426-7258
Doane College		1014 BOSWELL CRETE, NE 68333	DARLENE WILLIAMS	402-826-8226
Grace University		CAREER SERVICES PO BOX 269 HASTINGS NE 68902	KIMBERLY GRAVIETTE	402-461-7387
Hastings College		CAREER SERVICES 9214 M ST OMAHA, NE 68127	NANCY HEWITT	402-331-2900
ITT Technical Institute		1821 K ST LINCOLN NE 68508	DARYL HOOGEVEEN	402-437-3360
Hamilton College		PO BOX 1227 WINNEBAGE NE 68071		402-878-2380
Little Priest Tribal College		JOB PLACEMENT PO BOX 3777 OMAHA NE 68103		800-228-9553
Metropolitan Community College		CAREER DEVELOPEMENT CENTER 900 N CLARKSON FREMONT, NE 68025	CONNIE BOTTGER	800-642-8382
Midland Lutheran College		CAREER ASSESSMENT 1205 E THIRD MCCOOK NE 69001	LORRIE MOWRY	308-345-8128
Mid-Plains Community College		CAREER CENTER 3350 90TH ST OMAHA, NE 68134	MICHEAL DEMUTH	800-642-1456
Nebraska College of Business		5000 ST PAUL AVE LINCOLN NE 68504	GERI COTTER	402-465-2224
Nebraska Methodist College		PO BOX 469 NORFOLK NE 68702	ROSEANN ROGERS	402-844-7263
Nebraska Wesleyan University		PO BOX 10 PERU NE 68421		
Northeast Community College		PO BOX 1227 SCOTTSBLUFF NE 69363		
Peru State College				
Platte Valley Bible College				
Southeast Community College				

PO BOX 10 PERU NE 68421

PO BOX 1227 SCOTTSBLUFF NE 69363

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ELAINE HORN 402-872-2280

JACKIE COOP

308-632-6933

Southeast Community College		STUDENT SERVICES 3800S 48TH STREET LINCOLN, NE 68506	JUDY JOINER	402-486-2507
Union College		CAREER SERVICES MSAB KEARNEY NE 68849	JONI WEED	308-865-8426
University of Nebraska - Kearney		ROOM 230 STUDENT UNION PO BOX 880451 LINCOLN NE 68588	CAREER SERVICES	402-472-3145
University of Nebraska - Lincoln				
University of Nebraska - Omaha		EPLEY ADMINISTRATION BUILDING 6001 DODGE STREET OMAHA NE 68182	BILL SWANSON	402-554-3534
Wayne State College		1111 MAIN WAYNE NE 68787	GRETCHEN BOWMAN	402-375-7403
Western Nebraska Community College		1601 E 27TH STREET SCOTTSBLUFF NE 69361	CARLA STEIN	308-635-6121
York College		1125 E 8TH STREET YORK NE 68467	BARBARA GOODWIN	402-363-5670

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

*Retain for each position filled until after the grant of the next renewal application.*

*Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station's local public inspection file and post the list on the station's web site if it has one.*

SOURCES USED\*\*\*\*

Use Separate Sheet for Each Opening

**Job Title of Position: Sales Representative(2 hires)                      Date of Hire: 4/07**

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women’s organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
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Nebraska Workforce Development	Y	Eagles Nest Business Complex 4009 W 6 <sup>th</sup> Kearney NE 68845	NA—Fulltime Staff	308-865-5404
Nebraska Workforce Development Website	Y	<a href="http://nejoblink.dol.state.ne.us/index.cfm">http://nejoblink.dol.state.ne.us/index.cfm</a>	NA-Website	NA
America’s Job Bank	Y	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>		NA
Nebraska Broadcasters Association Website: <a href="http://www.ne-ba.org">www.ne-ba.org</a>	Y	12020 Shamrock Plaza  Omaha, NE 68454	Marty Riemenschneider	402-778-5178

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Creighton University		25 CALIFORNIA PLAZA BRANDEIS BUILDING B03 OMAHA NE 68178	JIM BRETLE	402-280-2722
Dana College		2848 COLLEGE DRIVE EC HUNT CAMPUS CENTER BOX 1225 BLAIR NE 68008	ANN NELSON	402-426-7258
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Platte Valley Bible College				

Southeast Community College

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University of Nebraska - Kearney	CAREER SERVICES MSAB KEARNEY NE 68849	JONI WEED	308-865-8426
University of Nebraska - Lincoln	ROOM 230 STUDENT UNION PO BOX 880451 LINCOLN NE 68588	CAREER SERVICES	402-472-3145
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Wayne State College	EPLEY ADMINISTRATION BUILDING 6001 DODGE STREET OMAHA NE 68182	BILL SWANSON	402-554-3534
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	1125 E 8TH STREET YORK NE 68467	BARBARA GOODWIN	402-363-5670

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RECRUITING SOURCES USED\*\*\*\*

Use Separate Sheet for Each Opening

***Job Title of Position: Sales Representatives      Date of Hire: 6/07***

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

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Metropolitan Community College	JOB PLACEMENT PO BOX 3777 OMAHA NE 68103		800-228-9553	

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Northeast Community College	PO BOX 10 PERU NE 68421	ELAINE HORN	402-872-2280
Peru State College	PO BOX 1227 SCOTTSBLUFF NE 69363	JACKIE COOP	308-632-6933
Platte Valley Bible College	8800 O ST LINCOLN NE 68520	LYNN WILLEY	402-437-2622
Southeast Community College	STUDENT SERVICES 3800S 48TH STREET LINCOLN, NE 68506	JUDY JOINER	402-486-2507
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RECRUITING SOURCES USED\*\*\*\*

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Western Nebraska Community College	1601 E 27TH STREET SCOTTSBLUFF NE 69361	CARLA STEIN	308-635-6121
York College	1125 E 8TH STREET YORK NE 68467	BARBARA GOODWIN	402-363-5670

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

*Retain for each position filled until after the grant of the next renewal application. Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station's local public inspection file and post the list on the station's web site if it has one.*

RECRUITING SOURCES USED\*\*\*\*

*Use Separate Sheet for Each Opening*

***Job Title of Position: Business Manager***

***Date of Hire: 6/07***

List all recruiting sources utilized to fill the vacancy (*e.g.*, employment advertisements in print media, educational institutions, minority and/or women’s organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KKPR-FM	y	PO Box 130 Kearney NE 68848	Craig Eckert	308-236-9900
KKPR-AM (Now KXPB)	Y	PO Box 130 Kearney NE 68848	Craig Eckert	308-236-9900
Kearney Hub	N / A	13 East 22 <sup>nd</sup> , Kearney NE 68847	Classified Ads Dept	308-234-2121
Nebraska Workforce Development	Y	Eagles Nest Business Complex 4009 W 6 <sup>th</sup> Kearney NE 68845	NA—Fulltime Staff	308-865-5404
Nebraska Workforce Development Website	Y	<a href="http://nejoblink.dol.state.ne.us/index.cfm">http://nejoblink.dol.state.ne.us/index.cfm</a>	NA-Website	NA

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

*Retain for each position filled until after the grant of the next renewal application.*

*Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station’s local public inspection file and post the list on the station’s web site if it has one.*

RECRUITING SOURCES USED\*\*\*\*

Use Separate Sheet for Each Opening

***Job Title of Position: Office Assistant***

***Date of Hire: 12/07***

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KKPR-FM	y	PO Box 130 Kearney NE 68848	Craig Eckert	308-236-9900
KKPR-AM (Now KXPN)	Y	PO Box 130 Kearney NE 68848	Craig Eckert	308-236-9900
Kearney Hub	N / A	13 East 22 <sup>nd</sup> , Kearney NE 68847	Classified Ads Dept	308-234-2121
Nebraska Workforce Development	Y	Eagles Nest Business Complex 4009 W 6 <sup>th</sup> Kearney NE 68845	NA—Fulltime Staff	308-865-5404
Nebraska Workforce Development Website	Y	<a href="http://nejoblink.dol.state.ne.us/index.cfm">http://nejoblink.dol.state.ne.us/index.cfm</a>	NA-Website	NA
America's Job Bank	Y	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>		NA

Nebraska Broadcasters Association Website:  www.ne-ba.org	Y	12020 Shamrock Plaza  Omaha, NE 68454  EEO1: NBA forwards our information to the agencies below.	Marty Riemenschneider	402-778-5178
Bellevue University	N O	1000 GALVIN ROAD SOUTH Bellevue NE 68005	DOROTHY GRAHAM	402-293-3775
Central Community College		4500 63RD STREET Columbus NE 68602	MICHELLE BENTZ	402-562-1210
Chadron State College		HUMAN RESOURCES 1000 MAIN ST CHADRON NE 68337	KARA VOGT	308-432-6224
Clarkson College		101 SOUTH 42ND STREET OMAHA NE 68131		402-552-3100
College of Saint Mary		1901 SOUTH 72ND STREET OMAHA NE 68124	TOM ALLISON	402-399-2485
Concordia University Nebraska		800 N COLUMBIA SEWARD NE 68434	CINDY GREENE	402-643-7246
Creighton University		25 CALIFORNIA PLAZA BRANDEIS BUILDING B03 OMAHA NE 68178	JIM BRETLE	402-280-2722
Dana College		2848 COLLEGE DRIVE EC HUNT CAMPUS CENTER BOX 1225 BLAIR NE 68008	ANN NELSON	402-426-7258
Grace University		1014 BOSWELL CRETE, NE 68333	DARLENE WILLIAMS	402-826-8226
Hastings College		CAREER SERVICES PO BOX 269 HASTINGS NE 68902	KIMBERLY GRAVIETTE	402-461-7387
ITT Technical Institute		CAREER SERVICES 9214 M ST OMAHA, NE 68127	NANCY HEWITT	402-331-2900
Hamilton College		1821 K ST LINCOLN NE 68508	DARYL HOOGEVEEN	402-437-3360
Little Priest Tribal College		PO BOX 1227 WINNEBAGO NE 68071		402-878-2380
Metropolitan Community College		JOB PLACEMENT PO BOX 3777 OMAHA NE 68103		800-228-9553
Midland Lutheran College		CAREER DEVELOPEMENT CENTER 900 N CLARKSON FREMONT, NE 68025	CONNIE BOTTGER	800-642-8382

Mid-Plains Community College	CAREER ASSESSMENT 1205 E THIRD MCCOOK NE 69001	LORRIE MOWRY	308-345-8128
Nebraska College of Business	CAREER CENTER 3350 90TH ST OMAHA, NE 68134	MICHEAL DEMUTH	800-642-1456
Nebraska Methodist College	5000 ST PAUL AVE LINCOLN NE 68504	GERI COTTER	402-465-2224
Nebraska Wesleyan University	PO BOX 469 NORFOLK NE 68702	ROSEANN ROGERS	402-844-7263
Northeast Community College	PO BOX 10 PERU NE 68421	ELAINE HORN	402-872-2280
Peru State College	PO BOX 1227 SCOTTSBLUFF NE 69363	JACKIE COOP	308-632-6933
Platte Valley Bible College	8800 O ST LINCOLN NE 68520	LYNN WILLEY	402-437-2622
Southeast Community College	STUDENT SERVICES 3800S 48TH STREET LINCOLN, NE 68506	JUDY JOINER	402-486-2507
Union College	CAREER SERVICES MSAB KEARNEY NE 68849	JONI WEED	308-865-8426
University of Nebraska - Kearney	ROOM 230 STUDENT UNION PO BOX 880451 LINCOLN NE 68588	CAREER SERVICES	402-472-3145
University of Nebraska - Lincoln			
University of Nebraska - Omaha	EPLEY ADMINISTRATION BUILDING 6001 DODGE STREET OMAHA NE 68182	BILL SWANSON	402-554-3534
Wayne State College	1111 MAIN WAYNE NE 68787	GRETCHEN BOWMAN	402-375-7403
Western Nebraska Community College	1601 E 27TH STREET SCOTTSBLUFF NE 69361	CARLA STEIN	308-635-6121
York College	1125 E 8TH STREET YORK NE 68467	BARBARA GOODWIN	402-363-5670

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

Retain for each position filled until after the grant of the next renewal application.

### RECRUITING SOURCES USED\*\*\*

INTERVIEWEE REFERRAL SOURCE SUMMARY

Date of Annual Report: February 1, 2008  
 \_\_\_\_\_  
 (enter the anniversary of the date the station must file its renewal application, which is four months prior to expiration of the license)

Total Number of Persons Interviewed in Preceding Year: 50  
 Some listed more than one source of inquiry.  
 List total number of interviewees generated by each recruitment source in the preceding year (use as many pages as necessary).

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Nebraska Workforce Development	13
Kearney Hub (Newspaper)	13
KKPR/ESPN On air Help Wanted Announcements	6
KKPR/ESPN Website .(kkpr.com; espnsuperstation.com)	4
Random Walk IN/Word of Mouth	3
Grand Island Independent Newspaper	4
Grand Island Independent Website	0
Temporary Agency	4
Nebraska Broadcasters Assoc Website	0
Job Fair	0
Kearney Cyber Hub (Website)	3
Hastings Tribune	0
KHAS Website (khas.com)	0