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: 2/1/10
(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:[1]
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.[2] The period begins on the date the stations within the Employment Unit must file their license renewal applications, and the 2nd, 4th, and 6th 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.[3]
_____	Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.	1)_____ (Date/Location/Event)	_____
		2)_____ (Date/Location/Event)	_____
		3)_____ (Date/Location/Event)	_____
		4)_____ (Date/Location/Event)	_____
_____	Hosted at least one **job fair**.	1)_____ (Date/Location/Event)	_____

[1] 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.
[2] 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.
[3] 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.

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_____	Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.	(Date/Location/Event)	_____
_____	Participated in at least 4 **events** sponsored by **organizations** 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 **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*	Two part time trainees from community learning on-air production techniques	_____
_____	Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (*i.e.*, that are not primarily directed to providing notification of specific job vacancies).		_____
_XX__	*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*	Describe: We fund the scholarships as per the NBA board decision, so in addition to the monetary involvement, we also ran spots on the air promoting the scholarship program, and we participated in the reviewing and judging of all applicants to help narrow the list down to the finalists.	_____
___XX	*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*	P1 Selling Training for sales Staff. Advantage Sales Training for sales staff. Operations director attended programming seminar, SBE sanctioned engineering seminar and Copywriting seminar sanctioned by the Nebraska Broadcasters Association	_____
___	Established a **mentoring** program for station personnel.		_____
_____	Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.	1)_____ (Date/Location/Event) 2)_____ (Date/Location/Event) 3)_____ (Date/Location./Event)	_____ _____ _____

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		4)_____ (Date/Location/Event)	_____
_____	Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.	1) _____ 2)_____ (Date/Location/Event)	_____ _____
_____	**Listed** each **upper-level** 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 **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting	Describe:	_____
__XX_	Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.	Describe: General Manager attended EEO Source One Training Session at Nebraska Broadcasters Association Meeting/Aug 2009	_____
_____	Provided **training** 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 **other** 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.		_____

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LIST OF POSITIONS FILLED****

List all full-time job vacancies filled by employment unit, identified by job title, and indicate source-referring person hired.

JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
No New fulltime Hires	

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