BROADCAST EMPLOYMENT UNIT
RECRUITMENT INITIATIVES CHECKLIST

Station(s): KIOS-FM
(list all that are included within Employment Unit)

Community of License: Omaha, Nebraska

Date of Annual Report: 1/24/23  License renewal app date Feb. 1, 2029
(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

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. 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 and identify
station personnel involved by title):

Participated in at least 4 job fairs by
station personnel who have substantial
responsibility in making hiring decisions.

1) Boots to Fill/Heartland Workforce Solutions
Omaha, NE 3/31/22

2) Spring Career Fair at Career Center
OPS TAC building Omaha, NE 4/8/22

3) Accelere Job Fair Omaha, NE 4/14/22

4) Government and Nonprofit Career
Fair/Heartland Workforce Services/Omaha 5/12/22

Hosted at least one job fair.

1) Omaha Public Schools Summer Interview
Fair TAC Building Omaha, NE 8/22/22

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.
Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.

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) **Ralston Arena Bilingual Fair**
   Ralston, NE 3/1/22

1) **Community Alliance Job Fair**
   Omaha, NE 7/21/22

2) **JobsGuide Fair**
   Omaha, NE 8/3/22

3) **Goodwill Hiring Event**
   Omaha, NE 8/17/22

4) **OPS Career Center Fall Career Fair**
   Omaha, NE 10/21/22

Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.

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).

Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.

Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

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) **Omaha Public Schools Summer Fair**
   7/6/22

2) **Omaha Public Schools Summer Interview Fair at Benson HS**
   7/30/22
3) Omaha Public Schools Back to School Bash 8/13/22

4) OPS Career Center Fall Career Fair 10/21/22
Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.

1) **Stormchasers recruiting event Omaha, NE**  
   June 27, 2021  
   ___________________________  
   (Date/Location/Event)

2) **Jobs Guide Jobs Fair Omaha, NE December 2, 20021**  
   ___________________________  
   (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.

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.

Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.

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.

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.

Identify job banks/newsletters

Describe:

Provide 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.

Describe: Various job fair opportunities throughout year