



**Three Eagles of Columbus, KTTT, KKOT, KZEN, KLIR, KJSK**  
**EEO PUBLIC FILE REPORT**  
1/21/2010-1/20/2011

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)
1	Allaccess.com Pacific Coast Hwy Malibu, CA 90265	Yes
2	KKOT/KTTT/KLIR/KJSK/KZEN 1428 25TH ST Columbus, NE 68601 402-564-2866	Yes
3	Nebraska Workforce Development 3020 18th St Suite #1 Columbus, NE 68601 402-564-7160	Yes
4	Empoyee/Friend Referrel	Yes
5	Illionis Center for Broadcastings	Yes
6	Columbus Telegram Box 648 Columbus, NE 68601 402-564-7132	Yes
7	Central Community College Box 1027 Columbus, NE 68602-1027 402-564-7132	Yes
8	Transfer from other Three Eagels market	Yes
9	Internal promotion	Yes
10		
11		
12		
13		
14		
15		

TOTAL INTERVIEWEES OVER 12-MONTH PERIOD

No. of Interviewees Referred  
by RS over 12month period

26

16

6

1

49

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**III. RECRUITMENT INITIATIVES**

<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1 Establishes a Training Program to Acquire Higher Skills	Three Eagles provides training for sellers on an annual and weekly basis. A conference is held where all sellers are required to attend 2 days of outside staff training. Three Eagles also does weekly training with the Chris Lytle program with the sellers. They also provide the sales staff with further training through opportunities through RAB. Each seller has an opportunity to complete the RMP and CRCM certification training.
2 Participate in General Outreach Efforts	Radio advertisements for career opportunities provide an open invitation to apply for our employment openings. Three Eagles participate in the Nebraska Broadcaster Scholarship Program financially, offering advertising and a venue for interested applications to obtain additional information.
3 Hosted a Job Fair	April 20, 2010 Three Eagles Communications co-hosted a regional job fair in conjunction with the Nebraska Workforce Development. Steve Gossweiler and Gina Jackson spoke with people about the jobs that were available with Three Eagles Communications.
4 Participate in events sponsored by Educational Institutions	March 17, 2010 Susan Littlefield and Jamie Afrank participated in a career fair. Where they discussed information regarding broadcast careers and described the day to day operations of the stations and answered any question the students had.

5 Internship Program

Offer an Internship Program that provides students interested in radio the opportunity to learn more about the radio Industry, develop their talent and gain hands on experience.

Webinar training

May 11, 2010 participated in a Webinar Training on EEO

Business Managers Training

May 25th in Sioux Falls Three Eagles provided a Business Managers Training classes where all Business Managers attended . They provided training on EEO and other aspect for Business Managers required within the company.