

KLKN
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1-2, 15, 18, 22, 24, 28, 30, 34, 39, 44, 56-57, 59-61	34
Digital Manager	1-2, 15, 18-19, 21-22, 24, 27, 30, 34, 39, 44, 56-57, 61, 66-67, 70	34
Sales Coordinator	1, 15, 17, 21-22, 24, 27, 30, 34, 56-57, 67	17
Sports Reporter/ Anchor	1-2, 15, 18, 21-22, 24, 30, 34, 39, 44, 56-57, 66, 70	34
Director of Engineering	1-3, 5-8, 10, 15, 21-22, 24, 26-30, 33- 34, 38-39, 41-42, 46-49, 51-67, 72-73	34
Associate Producer	1-8, 10, 15, 17-18, 21-22, 24-30, 33-34, 38-39, 41-42, 46-49, 51-60, 63-67, 72- 73	34
Associate Producer	1-8, 10, 15, 17-18, 21-22, 24-30, 33-34, 38-39, 41-42, 46-49, 51-60, 63-67, 72- 73	21
Writer/ Producer	1-3, 5-8, 10, 15, 18, 22-30, 33-34, 38- 39, 41-42, 45-49, 51-61, 63-67, 72-73	56
Writer/ Producer	1-3, 5-8, 10, 15, 18, 22-30, 33-34, 38- 39, 41-42, 45-49, 51-61, 63-67, 72-73	18
Senior Producer	1-3, 5-8, 10, 15, 22, 24-31, 33-34, 38- 39, 41-43, 45-49, 51-61, 63-67, 72-73	56
Media Sales Consultant	1-8, 10, 17, 22-30, 33, 38-39, 41-42, 45 -49, 51-69, 72-73	56
Media Sales Consultant	1-8, 10, 17, 22-30, 33, 38-39, 41-42, 45 -49, 51-69, 72-73	17
Producer	1-2, 15, 18, 21-22, 24, 27, 30, 34, 39, 44, 56-57, 66-67	34
Multimedia Journalist	1-2, 15, 17-18, 21-22, 24, 27, 30, 34, 39, 56-57, 66-67	34
Multimedia Journalist	1-2, 15, 17-18, 21-22, 30, 34, 39, 44, 56 -57, 66-67	17
Multimedia Journalist	1-2, 15, 18, 21-22, 24, 27, 30, 34, 39, 44, 56-57, 66-67	34
Multimedia Journalist	1-2, 15, 17-18, 21-22, 24, 27, 30, 34, 39, 44, 56-57, 66-67	17
Technical Media Operator	1-4, 6-15, 20-28, 30, 33-39, 41-43, 45- 47, 49-69, 71-73	34
Technical Media Operator	1-4, 6-15, 20-28, 30, 33-39, 41-43, 45- 47, 49-69, 71-73	34

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Multimedia Journalist	1-4, 6-8, 10-12, 14-15, 18, 20-24, 26-28, 30, 33-39, 41-42, 45-47, 49-69, 71-73	34
Multimedia Journalist	1-4, 6-8, 10-12, 14-15, 18, 20-24, 26-28, 30, 33-39, 41-42, 45-47, 49-69, 71-73	34
Multimedia Journalist	1-4, 6-8, 10-12, 14-15, 18, 20-24, 26-28, 30, 33-39, 41-42, 45-47, 49-69, 71-73	34
Meteorologist	1-4, 6-12, 14-15, 20-24, 26-28, 30, 33-34, 36-43, 45-47, 49-69, 71-73	34
Multimedia Journalist	1-2, 15, 18, 21, 24, 27, 30, 34, 39, 56-57, 67	34
News Producer	1-10, 15, 18, 21-22, 24, 26, 30, 34, 39, 41-43, 46-47, 49, 51-67, 72-73	34
Assignment Editor	1-3, 5-10, 15-16, 18, 25-27, 31-34, 39, 41-42, 46-47, 49, 51-61, 63-67, 72-73	16
Social Video/ Digital Content Producer	1-2, 15, 21-22, 24, 27, 30, 34, 56-57, 66-67	34

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African Multicultural Community Center 1225 F St. Lincoln, Nebraska 68508 Phone : 402-477-6926 David Taw Manual Posting	N	0
2	American G.I. Forum 2002 N St. Omaha, Nebraska 68107 Phone : 402-733-9740 Phil Lordemann Manual Posting	N	0
3	Asian Community & Cultural Center 144 N 44th St. Suite A Lincoln, Nebraska 68510 Phone : 402-477-3446 Email : info@lincolnasiancenter.org Natalie Wiebelhaus	N	0
4	Bellevue University 1000 Galvin Rd South LIB LC Bellevue, Nebraska 68005 Phone : 402-557-7423 Url : http://www.handshake.com Cheryl Steede Manual Posting	N	0
5	Carver Talent, LLC 5319 Loon Nest Crt. Appollo Beach, Florida 33572 Phone : 813-625-2130 Email : ty@carvertalent.com Ty Carver	N	0
6	Central Community College- Hastings PO Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2424 Email : ksterner@cccneb.edu Kyle Sterner	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Central Community College-Columbus PO Box 1027 Columbus, Nebraska 68602 Phone : 402-562-1210 Email : lhastreiter@cccneb.edu Lora Hastreiter	N	0
8	Clyde Malone Community Center 2032 U St. Lincoln, Nebraska 68503 Phone : 402-474-1110 Email : ishma.valenti@malonecenter.org Ishma Valenti	N	0
9	College of St. Mary 7000 Mercy Rd. Omaha, Nebraska 68106 Phone : 402-399-2485 Url : http://www.handshake.com Michelle Perone Manual Posting	N	0
10	Colorado State University 1101 Center Ave Mall Lory Student Center- Campus Delivery 8033 Fort Collins, Colorado 80523 Phone : 970-491-6310 Email : cla_jmcworkstudy@mail.colostate.edu Unknown Unknown	N	0
11	Concordia University 800 N Columbia Ave. Seward, Nebraska 68434 Phone : 402-643-7226 Url : http://www.handshake.com Corey Gray Manual Posting	N	0
12	Creighton University 2500 California Plz Omaha, Nebraska 68178 Phone : 402-280-3895 Url : http://www.handshake.com D'lynn Buck Manual Posting	N	0

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13	Dcow 11550 Crossroads Circ. Baltimore, Maryland 21220 Phone : 929-532-9515 Url : http://dcowmember.com Kamara Daughtry Manual Posting	N	0
14	Doane College 303 N 52nd St Lincoln, Nebraska 68504 Phone : 402-466-4774 Url : http://www.handshake.com Susan Rocker Manual Posting	N	0
15	El Centro De Las Americas 210 O St Lincoln, Nebraska 68508 Phone : 102-474-3950 Jamie Arango Manual Posting	N	0
16	Employee Promotion	N	1
17	Employee Referral	N	6
18	Facebook NA NA, Nebraska NA NA Manual Posting	N	7
19	Glass Door web based na, Nebraska Glass Door Manual Posting	N	0
20	Hastings Community College 710 N Turner Hastings, Nebraska 68901 Phone : 402-461-7621 Url : http://www.handshake.com Laura Matthias Manual Posting	N	0

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21	indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Url : http://www.indeed.com N/A N/A Manual Posting	N	17
22	Indian Center Inc. 1100 Military Rd. Lincoln, Nebraska 68508 Phone : 402-570-5205 Georgianna Ausan Manual Posting	N	0
23	Iowa State University 513 Farm House Lane 0015 Curtiss Hall Ames, Iowa 50011 Url : http://www.cyhire.iastate.edu Julie Probasco-Sowers Manual Posting	N	0
24	ITT Technical Services 300 N Meridian St. Suite 1100 Indianapolis, Indiana 46204 Phone : 317-706-9200 Nicole Elam Manual Posting	N	0
25	Job Corps- Lincoln Office 941 O St Suite 723 Lincoln, Nebraska 68508 Phone : 402-471-2438 Email : clausen.shari@jobcorps.org Shari Clausen	N	0
26	KBSI-TV/WDKA-TV 806 Enterprise Cape Girardeau, Missouri 63703 Url : http://www.kbsitv.com Email : hr@kbsi23.com Law Duncan	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	KLKN-TV Website/ Facebook / On-Air 3240 S 10th St Lincoln, Nebraska 68502 Phone : 402-436-2237 Url : http://www.klkntv.com Randy Ksionzek Manual Posting	N	3
28	Latino American Commission PO Box 94965 Lincoln, Nebraska 65809 Phone : 402-471-2791 Email : jasel.cantu@nebraska.gov Jasel Cantu	N	0
29	Latino Center of the Midlands 4821 S 24th St Omaha, Nebraska 68107 Phone : 402-733-2720 Email : info@latinocenterofthemidlands.org Albert Caras	N	0
30	League of Human Dignity 1701 P St Lincoln, Nebraska 68508 Phone : 402-441-7871 Amy Hayes Manual Posting	N	0
31	Lincoln Goodwill Job Connection 1731 O St Lincoln, Nebraska 68508 Phone : 402-438-2022 Email : aubry@lincolngoodwill.org Aubry Hoegemeyer	N	0
32	Lincoln Journal Star Newspaper 926 P Street Lincoln, Nebraska 68508 Phone : 402-473-7373 Job Listings Manual Posting	N	0

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33	Lincoln Vet Center 3119 O St Suite A Lincoln, Nebraska 68510 Phone : 402-476-9736 Email : jason.walters11@va.gov Jason Walters	N	0
34	LinkedIn.com 1000 W. Maude Ave. Sunnyvale, California 94085 Url : http://www.linkedin.com N/A N/A Manual Posting	N	60
35	Michaels Media 1721 Rrichardson Place. Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com N/A N/A Manual Posting	N	0
36	Mid-Plains Community College 1101 Halligan Dr. Room 205 North Platte, Nebraska 69101 Phone : 308-535-3619 Url : http://www.collegecentral.com Berva Arensdorf Manual Posting	N	0
37	Midland Lutheran College 900 N Clarkson St. Fremont, Nebraska 68025 Phone : 402-941-6401 Url : http://www.handshake.com Connie Kreikmeier Manual Posting	N	0
38	Mississippi State University 75 B.S. Hood Road Starkville, Mississippi 39762 Phone : 662-325-9112 Email : jbailey@distance.msstate.edu Joy Bailey	N	0

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39	NAACP PO Box 81322 Lincoln, Nebraska 68501 Phone : 402-457-4700 Email : lincolnbranchnaacp@gmail.com Dewayne Mays	N	0
40	National Weather Association 3100 Monitor Avenue Norman, Oklahoma 73072 Phone : 405-701-5167 Url : http://www.nwas.org N/A N/A Manual Posting	N	0
41	Nebraska Broadcasters Association 11414 W Center Rd. Suite 342 Omaha, Nebraska 68114 Email : jim@ne-ba.org Jim Timm	Y	0
42	Nebraska Colleges Career Service 800 N Columbia Ave. Seward, Nebraska 68434 Phone : 402-643-7226 Email : nccsa@listserv.unl.edu Jason Barelman	N	0
43	Nebraska Department of Labor 1111 O Street Suite 205 Lincoln, Nebraska 68508 Phone : 402-413-9236 Url : http://www.networks.nebraska.gov Federico Torres Manual Posting	N	0
44	Nebraska Indian Community Center PO Box 428 Macy, Nebraska 68039 Phone : 402-241-5950 Email : pfowler@thenicc.edu Paul Fowler	N	0

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45	Nebraska Wesleyan University 5000 ST Paul Ave. Lincoln, Nebraska 68504 Phone : 402-465-2224 Url : http://www.handshake.com Heather Hoops Manual Posting	N	0
46	Northeast Community College PO Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7264 Email : amy@northeast.edu Amy Koehler	N	0
47	Ohio Center for Broadcasting 404 S Upham St. Lakewood, Colorado 80226 Phone : 303-937-7070 Email : tcuff@beonair.com Terry Cuff	N	0
48	Penn State University 504 Walker Bldg Dept. of Meterology University Park, Pennsylvania 16802 Phone : 814-863-7714 Email : david.stensrud@psu.edu David Stensrud	N	0
49	Peru State College 600 Hoyt Peru, Nebraska 68421 Phone : 402-872-2436 Email : jeberly@peru.edu Jamie Eberly	N	0
50	Purdue University Global 1821 K St Lincoln, Nebraska 68508 Phone : 402-440-3118 Email : kkabeer@purdueglobal.edu Katie Kazbeer	N	0
51	South Dakota State University PO Box 2230 Brookings, South Dakota 57007 Email : betty.nelson@sdstate.edu Betty Nelson	N	0

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52	Southeast Community College 8800 O St Lincoln, Nebraska 68520 Phone : 402-437-2622 Email : placement@southeast.edu Lynn Willey	N	0
53	University of Arizona 1303 E University Blvd. Suite 411 Tucson, Arizona 85721 Email : boykin1@email.arizona.edu Paloma Boykin	N	0
54	University of Iowa 213 N Clinton St. Suite C310 Iowa city, Iowa 52245 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
55	University of Kansas Stauffer-Flint Hall Lawrence, Kansas 6645 Phone : 785-864-0608 Email : utsler@ku.edu Max Utsler	N	0
56	University of Nebraska - Lincoln 200 Nebraska Union Lincoln, Nebraska 68588 Various Departments Manual Posting	N	3
57	University of Nebraska - Omaha 6001 Dodge Street Omaha, Nebraska 68182 Various Departments Manual Posting	N	0
58	University of Nebraska - Omaha 6001 Dodge Street EAB 115 Omaha, Nebraska 68182 Phone : 402-554-3672 Email : callen@unomaha.edu Joe Hayes	N	0

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59	University of Nebraska- Kearney-Academic & Career Services MSAB #140 Kearney, Nebraska 68849 Phone : 308-865-8501 Url : http://www.handshake.com Joni Weed Manual Posting	N	0
60	University of Nebraska- Kearney-Dept. of Communications 200 Nebraska Union Mitchell Center Library Kearney, Nebraska 68849 Phone : 308-865-8249 Email : careerserv@unk.edu Judy Spivey	N	0
61	University of Nebraska- Lincoln 1400 R St Lincoln, Nebraska 68588 Email : cojmccareers@unl.edu Andrea Gaghagen	N	0
62	University of Northern Iowa Gilchrist Hall Dakota St. Cedar Falls, Iowa 50614 Url : http://handshake.com Nichole Harken Manual Posting	N	0
63	University of South Dakota 414 E Clark St. Vermillion, South Dakota 50614 Email : cmj@usd.edu Job Listings	N	0
64	University of Wisconsin 975 Bascom Mall Madison, Wisconsin 53706 Email : aos@aos.wisc.edu Job Listings	N	0
65	UNL- School of Journalism/ KRNU 148 Anderson Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Email : ralloway1@unl.edu Rick Alloway	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
66	UNL-Student Veterans Organization 200 Nebraska Union Box 7 Lincoln, Nebraska 68588 Phone : 402-472-9310 Thomas Allison Manual Posting	N	0
67	Urban League Family Resource Ctr. 3040 Lake St. Omaha, Nebraska 68111 Phone : 402-451-1066 Rozalyn Bredow Manual Posting	N	0
68	Wayne State College 1111 Main St. Student Center Wayne, Nebraska 68787 Phone : 402-375-7425 Url : http://wsc.symplicity.com/employers Jessie Piper Manual Posting	N	0
69	Western Iowa Tech 4647 Stone Ave Sioux City, Iowa 51106 Phone : 712-274-6400 Url : http://www.meetyourcareer.com Sandra Mitchell Manual Posting	N	0
70	Western Nebraska Community College 2620 College Park Scottsbluff, Nebraska 69361 Phone : 308-635-6341 Email : ojedav1@wncc.edu Mai Lee Olsen	N	0
71	WLNE-TV 10 Orms St. Suite 300 Providence, Rhode Island 2904 Email : cgiarratano@abc6.com Christine Giarratano	N	0

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72	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
73	York College 1125 E 8th St. York, Nebraska Phone : 402-363-5675 Email : tlwyatt@york.edu Tracey Wyatt	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			97

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	KLKN-TV has been involved in helping members of the community achieve their educational goals. The Station recruits students interested in the broadcast industry by widely advertising our internship programs at career fairs and by educating managers to mention this opportunity when speaking with members of the community. Letters of Agreement are filled out by the prospective intern and approved by a professor of the university, and an evaluation is performed at the end of the intern's term.	10	News Director Director Of Sales
2	2/1/2022	Participation in events or programs sponsored by educational institutions	Taught at UNL school of Journalism. Participated in Professional in Residence program with the University and students got a chance to participate in University Publications while gaining mentorship from Professionals in their field.	1	Morning Anchor
3	Ongoing Event	Participation in other activities designed by the station employment unit	KLKN produced a television spot which airs in various day parts. The spot informs job seekers to check KLKN's website for current openings. It also asks organizations to contact us if their organization wishes to receive our job postings directly. The spot confirms KLKN is an Equal Opportunity Employer.	1	GM
4	Ongoing Event	Participation in events or programs sponsored by educational institutions	Teaching Nebraska Nightly at UNL for Journalism & Mass Communications department. Nebraska Nightly is the television broadcast of the weekly news performed by the journalism students. As a Professional in Residence, the hiring manager commits to teach 4 hours per week during the academic year to the development of students and training in broadcast news techniques.	1	Technical Operations Manager
5	2/14/2022	Participation in events or programs sponsored by educational institutions	Morning Anchor was guest speaker at UNL College of Journalism. They discussed careers in broadcasting along with the job of a morning anchor and work flow. The discussion was followed by Q&A by the class members.	1	Morning Anchor

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6	2/14/2022	Participation in Job Fairs	Participation in the job fair held at UNL. Hiring managers attended the job fair, spoke with potential candidates and distributed information about KLKN's open positions.	3	General Manager News Director Director of Sales
7	2/22/2022	Participation in events or programs sponsored by educational institutions	Guest speaker at UNL school of Journalism. Spoke to students about media buying and the importance of client needs analysis. Spent 2 hours with the class presenting followed by Q & A.	1	Director of Sales
8	2/24/2022	Participation in events or programs sponsored by educational institutions	Guest speaker at UNL school of Journalism & Mass Communications. Lead discussion with college students regarding job duties responsible for at KLKN. Including Content creation for commercials, Editing, Marketing do's and don'ts and Hollywood. Followed by Q & A.	1	Creative Service Director
9	3/1/2022	Participation in events or programs sponsored by educational institutions	Hiring managers interviewed and discussed open positions with UNL Journalism students. UNL sent out emails and posted information on their job boards letting students know hiring managers would be holding interviews for open positions at KLKN. These efforts resulted in three candidates being hired in broadcasting and sales positions.	2	General Manager News Director
10	3/8/2022	Participation in events sponsored by organizations representing the community	Lincoln Gold Girl Boss Panel Five female professionals, including KLKN Morning Anchor, were invited to speak to a class of Junior and Senior High School women about career paths, education, networking and other keys to success for women in broadcasting careers.	1	Morning Anchor

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11	3/10/2022	Participation in scholarship programs	2022 EEO Scholarship for NBA Foundation Scholarship Program: KLKN-TV, in conjunction with the Nebraska Broadcasters Association, participated in the 2022 Nebraska Broadcasters Association Foundation Student Scholarship Program. Applicants applied for scholarships under this program and two \$2,000 scholarships were awarded and funded by the NBA. KLKN ran a broadly rotated promotional spot for the program. The award application forms requested information such as GPA, an essay, experience in the field, honors and awards, and post high school extra-curricular activities. KLKN's GM participated on the review panel of applicants as well.	1	General Manager
12	4/11/2022	Participation in Job Fairs	The hiring unit participated in a virtual job fair sponsored by the Nebraska Broadcasters Association. There were over 600 potential applicants and over 8,000 page views. Participation included posting of station job openings on website, on-air promotions for candidates to attend the virtual job fair and interviewing and responding to job seekers. The event lasted for one week.	4	General Manager News Director Director Of Sales Business Manager
13	4/19/2022	Participation in events or programs sponsored by educational institutions	The National Sales Rep was invited to be a guest speaker at a UNL College of Journalism class. They discussed sales careers in broadcasting, television ratings, impressions and media buys. The discussion was followed by a question and answer session with the class.	1	National Sales Rep.
14	4/27/2022	Participation in events sponsored by organizations representing the community	Monthly Meeting of Sertoma Club Participate in weekly meeting of club who help youth within the community. A Youth program for students who are interested in the world around them and are motivated to improve their world through service to mankind. Spoke about the station and the broadcasting industry. Followed by Q & A.	1	General Manager

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15	4/28/2022	Participation in events or programs sponsored by educational institutions	Presentation to Shickley School students about weather observation, forecasting, weather safety and employment at KLKN.	2	Meteorologist Meteorologist
16	5/2/2022	Participation in events or programs sponsored by educational institutions	Taught a class two times a week at UNL School of Journalism focusing on solution based selling. This also resulted in hiring of one Sales Team member.	1	General Manager
17	7/11/2022	Participation in Job Fairs	The hiring unit participated in a virtual job fair sponsored by the Nebraska Broadcasters Association. There were over 600 potential applicants and over 8,000 page views. Participation included posting of station job openings on website, on-air promotions for candidates to attend the virtual job fair and interviewing and responding to job seekers. The event lasted for one week.	3	Business Manager News Director Assistant Business Manager
18	8/9/2022	Participation in Job Fairs	Participation in the Nebraska Broadcasters Association Job fair held at the Embassy Suites. Hiring managers attended the job fair, spoke with potential candidates and distributed information about KLKN.	4	News Director General Manager Director Of Sales Business Manager
19	10/3/2022	Participation in events or programs sponsored by educational institutions	Congressional debate at Anderson Hall, UNL. KLKN hosted a debate at Anderson Hall between congressional District 1 candidates, Patty Pansing and Mike Flood. The news team worked closely with UNL students in their Newsroom to produce the debate live for area views. It gave students the opportunity to learn, in live time, from a Newsroom professional.	8	News Director Morning Anchor Production Manager Technical Operations Manager

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20	10/10/2022	Participation in Job Fairs	The hiring unit participated in a virtual job fair sponsored by the Nebraska Broadcasters Association. There were over 600 potential applicants and over 8,000 page views. Participation included posting of station job openings on website, on-air promotions for candidates to attend the virtual job fair and interviewing and responding to job seekers. The event lasted for one week.	2	Business Manager Assistant Business Manager
21	11/17/2022	Participation in events or programs sponsored by educational institutions	The News Director attended the UNL Ribbon Cutting ceremony for the University of NE Anderson Hall's new television studio. The News Director met with Journalism students and spoke about career opportunities and internships at KLKN.	1	News Director
22	12/16/2022	Participation in events or programs sponsored by educational institutions	One of the hiring unit's Evening Anchors attended the UNL Journalism Club as a guest speaker. They presented on their experience in the broadcasting industry and working at KLKN. They shared the past, present and future of TV/ News industry, and also provided insight about jobs in the industry and what to expect pursuing a career in News.	1	Evening Anchor
23	1/9/2023	Participation in Job Fairs	The hiring unit participated in a virtual job fair sponsored by the Nebraska Broadcasters Association. There were over 600 potential applicants and over 8,000 page views. Participation included posting of station job openings on website, on-air promotions for candidates to attend the virtual job fair and interviewing and responding to job seekers. The event lasted for one week.	2	Business Manager Assistant Business Manager