

KNEN, KUSO
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
Executive News & Sports Director	1-7, 9, 12, 15-16, 18, 20-22, 24-38, 40-41, 44-51, 53-65	22
Production Assistant	1-7, 9, 12-16, 18-22, 24-38, 40-41, 44-65	14
Production Assistant	1-7, 9, 12-16, 18-22, 24-38, 40-41, 44-65	22
Production Assistant	1-7, 9, 12-16, 18-22, 24-38, 40-41, 44-65	22
Production Assistant	1-7, 9, 12-16, 18-22, 24-38, 40-41, 44-65	13
Traffic/Office Assistant	1-5, 7, 9, 12, 15-16, 18, 20, 24-42, 44-65	52
Account Executive - Columbus Market	1-9, 12, 15-16, 18-20, 23-38, 40, 43-44, 46-65	52
TV News Reporter	1-5, 7-12, 15-16, 18-21, 24-38, 40, 43-44, 46-51, 53-65	10
TV News/Sports Reporter	1-5, 7-9, 12, 15-21, 24-38, 40, 43-44, 46-51, 53-65	21
Account Executive - Norfolk Market	1-5, 7-9, 12, 15-16, 18-20, 24-38, 40, 43-44, 46-51, 53-57, 59-65	25
Account Executive - Columbus Market	1-5, 7-9, 12, 15-16, 18-20, 24-38, 40, 43-44, 46-51, 53-57, 59-65	8
Assitant Sales Manager/Manager in Training	1-5, 7-9, 12-13, 15-16, 18-20, 24-38, 40, 43-44, 46-51, 53-62, 64-65	13

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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	Bellevue University 1000 Galvin Road South Bellevue, Nebraska 68005 Phone : 402-293-2000 Url : http://www.bellevue.edu Email : Plasek@bellevue.edu Colleen Plasek	N	0
2	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51104 Phone : 712.279.5455 Url : http://www.briarcliff.edu Email : nancy.mcguire@briarcliff.edu Nancy McGuire	N	0
3	Career and Employment Services Central Community College 3134 W. Highway 34 Grand Island, Nebraska 68803 Phone : 308.398.7408 Email : gheath@cccneb.edu Fax : 1-308-398-7398 Virginia Alschwede	N	0
4	Central Community College 4500 63rd Street Columbus, Nebraska 68601 Phone : 402 562-1210 Url : http://www.cccneb.edu Email : lhastreiter@cccneb.edu Lora Hastreiter	N	0
5	Central Community College 3134 W. US Hwy 34 Grand Island, Nebraska 68801 Phone : 308-398-7421 Url : http://www.cccneb.edu Email : jdavis@cccneb.edu Jason Davis	N	0
6	Central Nebraska Goodwill Ind. 1804 S. Eddy St. Grand Island, Nebraska 68801 Phone : 308.384.7896 Fax : 1-308-382-6802 Kelly Arends	N	0

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7	Columbus Chamber of Commerce 764 33rd Avenue Columbus, Nebraska 68601 Phone : 402-564-2769 Url : http://www.thecolumbuspage.com Email : chamber@megavision.com Fax : 1-402-564-2026 K.C. Belitz	N	0
8	Columbus News Team - NCN 48 1363 26th Ave Norfolk, Nebraska 68601 Phone : 402-562-5548 Url : http://columbusnewsteam.com/ Patrick Maag Manual Posting	N	1
9	Concordia University 800 N. Columbus Avenue Seward, Nebraska 68434 Phone : 402-643-7226 Url : http://www.cune.edu Email : corey.gray@cune.edu Corey Gray	N	0
10	Consultant Referral	N	3
11	Corporate Recruiter	N	1
12	Creighton University Harper Center, Suite 2015 Suite 2015 Omaha, Nebraska 68178 Phone : 402.280.2723 Url : http://www.creighton.edu Email : careercenter@creighton.edu Fax : 1-402-280-3450 Cheri Jackson	N	0
13	Current Employee/Internal Promotion	N	2
14	Current Intern	N	1
15	Doane College 1014 Boswell Ave Crete, Nebraska 68333 Phone : 402-826-8572 Url : http://www.doane.edu Fax : 1-402-826-8278 Chris Jones	N	0

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16	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
17	Former Employee Referral	N	1
18	Goodwill Industries 5752 Ames Avenue Omaha, Nebraska 68104 Phone : (402) 341-4609 Fax : 1-402-341-3061 Justin Dougherty	N	0
19	Grace University 1311 S. 9th Street Omaha, Nebraska 68108 Phone : (402) 449-2839 Url : http://www.graceuniversity.edu Email : jcorti6354@graceu.edu Kellie Corti	N	0
20	Hastings College Career Services P.O. Box 269 Hastings, Nebraska 68902 Phone : 402-461-7387 Email : kgraviette@hastings.edu Kimberly Graviette	N	0
21	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78731 Url : http://www.indeed.com/ Mary Ellen Dugan Manual Posting	N	4
22	Indeed.com	N	5
23	ITT Technical Institute Career Services 9214 M St Omaha, Nebraska 68127 Phone : 402-331-2900 Fax : 1-800-677-9260 Nancy Hewitt	N	0

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24	KNEN-FM, Red Beacon Communications, LLC 214 N. 7th Street Suite 1 Norfolk, Nebraska 68701 Phone : 4023710100 Url : www.94rock.fm Angela Stenger Manual Posting	N	0
25	KUSO-FM, Flood Communications, LLC 214 N. 7th Street Suite 1 Norfolk, Nebraska 68701 Phone : 4023710100 Url : www.us92.com Angela Stenger Manual Posting	N	5
26	Latino Center of the Midlands 4821 South 24th Street Omaha, Nebraska 68107 Phone : 402-733-2720 Url : www.latinocenterofthemidlands.org Email : rvallecillo@latinocenterofthemidlands.org Fax : 1-402-733-6720 Reyna Vallecillo	N	0
27	Little Priest Tribal College P.O. Box 270 Winnebago, Nebraska 68071 Phone : 402-878-2380 Url : http://www.littlepriest.edu Email : yattym@littlepriest.edu Fax : 1-402-878-2355 Sabariyatty Mohammad Fischer	N	0
28	Madison Chamber of Commerce 210 W. 3rd Street Madison, Nebraska 68748 Phone : 402-454-2251 Url : http://www.madison-ne.com Email : madisonchamber@telebeep.com Fax : 1-402-454-2251 Rebecca Higby	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
29	Mid Plains Community College 1101 Halligan Drive North Platte, Nebraska 69101 Phone : 308.535.3619 Url : http://www.mpcc.edu Email : arendsorb@mpcc.edu Fax : 1-308-534-5767 Berva Arensdorf	N	0
30	Mid-Plains Community College Career Assessment 1205 E 3rd McCook, Nebraska 69001 Phone : 308-345-8128 Email : murdock@mpcc.edu Lorrie Mowry	N	0
31	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5254 Url : http://www.morningside.edu Email : hays@morningside.edu Stacie Hays	N	0
32	Mount Marty College 1105 W. 8th Street Yankton, South Dakota 57078 Phone : 605-668-1363 Url : http://www.mtmc.edu Email : ejohnson@mtmc.edu Fax : 1-605-668-1508 Estelle Johnson	N	0
33	Nebraska Broadcasters Association 11414 West Center Road Suite 342 Omaha, Nebraska 68144 Phone : 4029335995 Url : www.ne-ba.org Jim Timm Manual Posting	N	1
34	Nebraska Christian College 12550 S. 114th Street Papillion, Nebraska 68046 Phone : 402-935-9400 Url : http://www.nechristian.edu Email : tclark@nechristian.edu Tony Clark	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
35	Nebraska Department of Labor 105 Norfolk Avenue Norfolk, Nebraska 68701 Phone : 402-370-4293 Url : http://www.dol.nebraska.gov Email : becky.maggart@nebraska.gov Becky Maggart	N	0
36	Nebraska Dept. Vocational Rehab. 1212 Benjamin Avenue Norfolk, Nebraska 68701 Phone : 402-370-3200 Url : http://www.vocrehab.state.ne.us/offices/norfolk.html Email : brigid.griffin@nebraska.gov Brigid Griffin	N	0
37	Nebraska Indian Community College 425 Frazier Ave. N. #1 Santee, Nebraska 68760 Phone : 402-857-2434 Url : http://www.thenicc.edu Email : lhenke@thenicc.edu Leland Henke	N	0
38	Nebraska Wesleyan University 5000 Saint Paul Ave. Lincoln, Nebraska 68504 Phone : 402-465-2414 Url : http://www.nebrwesleyan.edu Email : jsa@nebrwesleyan.edu Janelle Andreini	N	0
39	Nebraska Workforce Development 5717 F Street Omaha, Nebraska 68117 Phone : 402-595-3009 Url : www.nebraskaworkforce.com Email : ndol.omahawfd@nebraska.gov Fax : 1-402-595-2701 Peggy Kotschwar	N	2
40	Neligh Chamber of Commerce P.O. Box 266 Neligh, Nebraska 68756 Phone : 402-887-4447 Url : http://www.neligh.net Email : nelighchamberofcommerce@gmail.com Melissa Smith	N	0

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41	Norfolk Area Recruiters 609 W. Norfolk Avenue Norfolk, Nebraska 68701 Phone : 402-371-4862 Url : http://www.norfolkareachamber.com Mark Zimmerer Manual Posting	N	1
42	Norfolk Daily News 525 Norfolk Avenue Norfolk, Nebraska 68701 Phone : 402-371-1020 Url : http://www.norfolkdailynews.com Lisa McGill Manual Posting	N	1
43	Norfolk Now 609 W. Norfolk Ave. Norfolk, Nebraska 68701 Phone : 402-371-4862 Url : http://www.norfolknow.org/ Amanda Barfuss Manual Posting	N	0
44	Northeast Community College 801 E. Benjamin Ave. Norfolk, Nebraska 68701 Phone : 402-844-7263 Url : http://www.northeast.edu Email : terrih@northeast.edu Terri Heggemeyer	N	0
45	Omaha Opportunities Industrialization Center 2724 N. 24th St. Omaha, Nebraska 68110 Phone : 402-457-4222 Fax : 1-402-457-6635 Clara Ellis-Watts	N	0
46	Peru State College Po Box 10 Peru, Nebraska 68421 Phone : 402-872-2280 Email : ehorn@oakmail.peru.edu Elaine Horn	N	0

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47	Pierce Chamber of Commerce P.O. Box 82 Pierce, Nebraska 68767 Url : http://www.ptcnet.net/pierce/community/chamber.htm Email : cityadm@ptcnet.net Career Services	N	0
48	Planview Chamber of Commerce P.O. Box 783 Plainview, Nebraska 68729 Phone : 402-583-7800 Url : http://www.plvwtelco.net/chamber_plvw.html Fax : 1-402-582-3939 Amy Dummer	N	0
49	Schulyer Chamber of Commerce 1107 B Street Schuyler, Nebraska 68661 Phone : 402-352-5472 Url : http://www.schuylernernebraska.net/chamber.asp Email : schuylchamber@gmail.com Lora Johnson	N	0
50	Siouxland Chamber of Commerce 101 Pierce Street Sioux City, Iowa 51101 Phone : 712-255-7903 Url : http://www.siouxlandchamber.com Email : chamber@siouxlandchamber.com Mary Koster	N	0
51	Southeast Community College 4771 W. Scott Road Beatrice, Nebraska 68610 Phone : 402-228-8216 Url : http://www.southeast.edu Email : placement@southeast.edu Fax : 1-402-228-2218 Shirley Huttenmaier	N	0
52	Station Website	N	3

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53	Union College Student Services Lincoln, Nebraska 68506 Phone : 402-486-2600 Url : http://www.ucollege.edu/ Email : teedgert@ucollege.edu Fax : 1-402-486-2895 Teresa Edgerton	N	0
54	University of Nebraska - Lincoln 330 Nebraska Ctr. Lincoln, Nebraska 68583 Phone : 402-472-3145 Url : http://www.unl.edu Email : careerservices@unl.edu Chris Timm	N	0
55	UNL - College of Journalism 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Email : ralloway1@unl.edu Fax : 1-402-472-8403 Rick Alloway	N	0
56	Unviersity of South Dakota 414 E. Clark Street Vermillion, South Dakota 57069 Phone : 605-677-5201 Url : http://www.usd.edu Email : Mandy.J.Hanson@usd.edu Fax : 1-605-677-5058 Mandy Hanson	N	0
57	Wayne Chamber of Commerce 108 W. 3rd Street Wayne, Nebraska 68787 Phone : 402-375-2240 Url : http://www.waynetworks.org Email : ifletcher@waynetworks.org Fax : 1-402-375-2246 Irene Fletcher	N	0

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58	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7425 Url : http://www.wsc.edu Email : jabarell1@wsc.edu Fax : 1-402-375-7072 Jason Barelman	N	0
59	West Point Chamber of Commerce 200 Anna Stalp Avenue West Point, Nebraska 68788 Phone : 402-372-2981 Url : http://www.westpointchamber.com Email : info@westpointchamber.com Fax : 1-402-372-1105 Tina Biteghe Bi Ndong	N	0
60	Western Iowa Technical College 4647 Stone Avenue Sioux City, Nebraska 51106 Phone : 712-274-6400 Url : http://www.witcc.edu Email : diane.hargens@witcc.edu Diane Hargens	N	0
61	Wisner Chamber of Commerce P.O. Box 367 Wisner, Nebraska 68791 Url : http://www.wisnerareachamberofcommerce.com Email : wisnerareachamber@yahoo.com Jamie Parker	N	0
62	Yankton College 1801 Summit Street Yankton, Nebraska 57078 Phone : 605-665-3661 Url : http://www.yanktoncollege.edu Email : jan@yanktoncollege.org Janelle Garrity	N	0
63	YMCA-Transitions Program 222 S. 29th St. Omaha, Nebraska Phone : 402-345-6555 Email : ywtrans@uswest.net Beth Nimmo	N	0

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64	York College 1125 E. 8th Street York, Nebraska 68467 Phone : 402-363-5600 Url : http://www.york.edu Email : chrystal.houston@york.edu Chrystal Houston	N	0
65	York College 1125 East 8th Street York, Nebraska 68467 Phone : 402-363-5675 Url : www.york.edu Email : tlwyatt@york.edu Fax : 1-402-636-5623 Tracey Wyatt	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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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	2/18/2016	Participation in events or programs sponsored by educational institutions	Madison High School Career Program. Spoke to high school students about what opportunities are available in radio and TV.	1	On-air personality
2	3/4/2016	Participation in events or programs sponsored by educational institutions	UNL College of Journalism career fair. Spoke with broadcasting students to share the opportunities in open positions and internship program.	2	Managing Member Sales Manager
3	5/23/2016	Establishment of an intern program designed to assist members of the community	We hired 10 full time NEWS interns for the summer and they were paid \$10 per hour. They did everything news related on all of our platforms; TV, Radio, Web and Social Media. It was an 11 week program at 40 hours per week. It began on 5/23/16 and ended on 8/5/16. The internship was through InternNE.	3	COO/HR CEO News Director
4	7/21/2016	Participation in events or programs sponsored by educational institutions	Vocational Rehab student Derek Fisher job shadowed to follow the on-air staff, news staff, television production staff and other parts of the broadcast day.	4	General Manager Program Director News Director On-air host
5	8/2/2016	Participation in events or programs sponsored by educational institutions	Kathrine Partee came in for a Job Shadow on 8/2/16. and met with Austen Hagood (on-air radio) & Andrew Wolfe (production radio), Jon Kipper (TV news) and Lane Allemang (TV production). She was very interested.	4	Radio Program Director Radio Production Director TV News Sports Reporter TV Production Master Control
6	8/10/2016	Participation in events or programs sponsored by educational institutions	Northeast Community College Broadcasting Department - Advisory Board Meeting.	2	Radio Program Director Creative Services Director
7	8/30/2016	Participation in Job Fairs	Dennis and Haylie registered for the Part-time Job Fair at Northeast Community College on 8.30.16 with hopes to hire Freelance Camera Operators for Norfolk and/or Columbus for the High School Sports season. They are also interested in finding people interested in being Board Operators as well as anyone who might actually be interested in working full-time in Columbus as a News Reporter or News/Sports Reporter. It's a great opportunity for us to see who is interested in working for Flood.	2	Broadcast Event Coordinator Creative Services Director

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8	10/18/2016	Participation in events or programs sponsored by educational institutions	Austen Hagood, Program Director on the Radio for US92 in Norfolk registered for the UNL Career Day at Wayne State College to talk about "Radio Broadcasting options as a Career".	1	Radio Program Director
9	10/26/2016	Participation in Job Fairs	Austen Hagood Radio Program Director on US92 registered for the Wayne State College 2016 Fall Career Fair on 10.26.16. He will has a booth and is always looking for qualified students who are seeking careers both part-time and full time in Radio or TV Broadcasting. As we continue to grow it is important that these students know they will have hands on training in a variety of areas from being a Radio DJ to a Live News Reporter on TV.	1	Radio Program Director
10	1/6/2017	Participation in other activities designed by the station employment unit	Girl Scout Media Camp was held on Friday, January 6 in the evening at KNEN/KUSO - Angie Stenger - General Manager taught 13 girls about what jobs are available in broadcasting and how to write commercials.	1	General Manager