

KNEN, KUSO
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
Production Assistant	1-10, 12-16, 18-20, 24-40, 42-67	15
Production Assistant	1-10, 12-16, 18-20, 24-40, 42-67	6
Production Assistant	2-3, 5, 7-8, 10-14, 16-35, 38, 40-41, 43, 45-51, 53-55, 57, 59-61, 63-66	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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 Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Email : careerservices@bellevue.edu Cheryl Steede	N	0
2	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
3	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
4	Broadcast Media Placement 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Fax : 402-472-8403 Rick Alloway	N	0
5	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
6	Career Fair	N	1
7	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	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
9	College of St. Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : crc@csm.edu Fax : 1-402-399-2439 Lisa Crowder	N	0
10	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
11	Columbus News Team - NCN 48 1363 26th Ave Norfolk, Nebraska 68601 Phone : 402-562-5548 Url : http://columbusnewsteam.com/ Patrick Maag Manual Posting	N	0
12	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	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
14	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
15	Employee Referral	N	1
16	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
17	Former Employee	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

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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	1
22	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
23	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	0
24	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
25	Little Priest Tribal College P.O. Box 270 Winnebago, Nebraska 68071 Phone : 402-878-3331 Url : http://www.littlepriest.edu Email : asia.berg@littlepriest.edu Asia Berg	N	0
26	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
27	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
28	Mid-Plains Community College Career Assessment 1205 E 3rd McCook, Nebraska 69001 Phone : 308-345-8128 Email : murdock@mpcc.edu Lorrie Mowry	N	0
29	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
30	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
31	Nebraska Broadcasters Association 11414 West Center Road Suite 342 Omaha, Nebraska 68144 Phone : 4029335995 Url : www.ne-ba.org Jim Timm Manual Posting	N	0
32	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
33	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
34	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
35	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
36	Nebraska Service for Visually Impaired 1313 Farnam Omaha, Nebraska 68102 Phone : 402-595-2041 Fax : 402-595-1008 Director of Placement	N	0
37	Nebraska Wesleyan University 5000 St. Paul Ave. Lincoln, Nebraska 68508 Phone : 402-465-2217 Email : career@nebrwesleyan.edu Fax : 1-402-465-2179 Geri Cotter	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	0
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
41	Norfolk Now 609 W. Norfolk Ave. Norfolk, Nebraska 68701 Phone : 402-371-4862 Url : http://www.norfolknow.org/ Amanda Barfuss Manual Posting	N	0
42	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7263 Fax : 402-844-7400 RoseAnn Rogers	N	0
43	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
44	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0

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45	Peru State College Po Box 10 Peru, Nebraska 68421 Phone : 402-872-2280 Email : ehorn@oakmail.peru.edu Elaine Horn	N	0
46	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
47	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
48	Schulyer Chamber of Commerce 1107 B Street Schuyler, Nebraska 68661 Phone : 402-352-5472 Url : http://www.schuylernebraska.net/chamber.asp Email : schuylerchamber@gmail.com Lora Johnson	N	0
49	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
50	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

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51	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
52	Univ. of Neraska at Kearney Kearney, Nebraska 68849 Phone : 308-865-8501 Fax : 308-865-8882 Director of Placement	N	0
53	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
54	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
55	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
56	Vocation Rehabilitation Services 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2146 Email : m-stayer@vocrhhab.state.ne.us Fax : 402-595-1125 Maey Stayer	N	0

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57	Wayne Chamber of Commerce 108 W. 3rd Street Wayne, Nebraska 68787 Phone : 402-375-2240 Url : http://www.wayneworks.org Email : ifletcher@wayneworks.org Fax : 1-402-375-2246 Irene Fletcher	N	0
58	Wayne State College 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7527 Email : coop@wsc.edu Fax : 1-402-375-7072 Career Services	N	0
59	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7425 Url : http://www.wsc.edu Email : jabarell@wsc.edu Fax : 1-402-375-7072 Jason Barelman	N	0
60	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
61	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

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62	Wisconsinhasjobs.com 118 South 19th Street suite 1A Omaha Omaha, Nebraska 68102 Phone : NA Url : www.wisconsinhasjobs.com Email : sherry@omaha.org Sherry Beglin	N	0
63	Wisner Chamber of Commerce P.O. Box 367 Wisner, Nebraska 68791 Url : http://www.wisnerareachamberofcommerce.com Email : wisnerareachamber@yahoo.com Jamie Parker	N	0
64	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
65	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
66	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
67	YWCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 402-345-0635 Beth Nimmo, Coord.	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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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	2/15/2017	Participation in Job Fairs	Wayne State College 2017 Spring Career Fair, 2/15/17 at Wayne State College. Represented all of our FDN Stations with a booth - played NCN on Roku. Had a banner with all logos. Played NCNSportsNow.com on my laptop.	1	COO - HR
2	2/17/2017	Participation in events sponsored by community groups	Misti Halsey, Nebraska VR Service Specialist with VocRehab in Norfolk reached out to Christina and Angie for a Job Shadow, Curtis Hart, 2.17.17 - he is interested in the industry.	5	Program Director TV Production Production Director Radio COO - HR
3	2/22/2017	Participation in events or programs sponsored by educational institutions	Networking Luncheon at NECC on 2.22.17. Met with students with various backgrounds educating them on our industry, what I look for in candidates at FDN and NCN.	1	COO - HR
4	2/28/2017	Participation in events or programs sponsored by educational institutions	Noah Wilcox met with Eric McKay for a Job Shadow...he was at a basketball game on 2.28.17. Noah goes to Norfolk Catholic High School.	1	McKay
5	3/15/2017	Participation in Job Fairs	UNL Journalism & Mass Communications Career Fair 3.15.17. Represented all of our FDN Stations with a booth - played NCN on Roku. Had a banner with all logos. Played NCNSportsNow.com on my laptop.	1	COO - HR
6	3/15/2017	Participation in events or programs sponsored by educational institutions	NECC hosted Mock Interviews for the Media Arts students on 3.15.17 before the career fair that day. It was organized by Carole Tharnish, the English Instructor. There were 8 students in the class for mock interviews with Broadcast Professionals in Northeast Nebraska.	1	COO - HR
7	3/15/2017	Participation in Job Fairs	Northeast Community College 2017 Spring Career Fair on 3.15.17. Represented all of our FDN Stations with a booth - played NCN on Roku. Had a banner with all logos. Played NCNSportsNow.com on my laptop.	1	COO - HR

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8	3/23/2017	Participation in events or programs sponsored by educational institutions	Nikki Payne from Elgin Pope John reached out to Mike Flood and I for a job shadow as she and a friend started the broadcasting club at Elgin Pope John. She met with Austen, Angie, Matt, Andrew, Rachel, April and Christina during her time here at the station on 3.23.17 from 9am-2pm.	7	COO - HR Program Director General Manager News Reporter
9	3/27/2017	Participation in events or programs sponsored by educational institutions	Pierce Public High Schools 2017 Career Expo on 3.27.17 - Andrew Wolff, Radio Production Director for for NCN94.7 & US92, also on air for both stations is on a panel at Pierce High School speaking to high school students interested in media and related fields.	1	Production Director Radio
10	3/27/2017	Participation in scholarship programs	Nebraska Broadcasters Association EEO Scholarship Program 2017-18 on ALL of the FDN stations, TV and Radio.	2	COO - HR General Manager
11	3/28/2017	Co Sponsoring Job Fair	Radio Lobo hosts the Bilingual Career Fair each year. Christina Sirek was there representing all of the Flood Digital Networks stations at Metro Community College in South Omaha. There were students, people from the Latino Community, non-traditional students, etc.	7	COO - HR General Manager Account Executive Account Executive
12	3/29/2017	Participation in events or programs sponsored by educational institutions	The Norfolk Public Schools AfterShock Program (after school program) wanted members of our organization to come speak to their Journalism Club on 3.29.17 and share what are roles are in the community and expose the students to the world of Journalism.	2	News Reporter COO - HR
13	4/7/2017	Participation in events or programs sponsored by educational institutions	Job Shadow with Madison Siedschlag from Pierce High School.	6	Program Director General Manager COO News Reporter
14	4/21/2017	Participation in events or programs sponsored by educational institutions	Broadcasting Forum at NECC with NECC & WSC students. Austen and Christina met with NECC students to educate them on what we as industry leaders are looking for in potential new employees...skills, work ethics, technical knowledge, etc.)	2	COO - HR Program Director

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15	8/15/2017	Participation in Job Fairs	NBA Convention Career Fair for LOCAL Omaha members (LOBO 97.7) - I was there representing all of FDN. From part-time to full-time positions - in all of our various markets, from camera operators to sales executives and even the General Manager/General Sales Manager position at LOBO/TELEMUNDO Nebraska.	1	COO
16	8/29/2017	Participation in Job Fairs	Part-time Job Fair at Northeast Community College on 8/29/17. Austen went and represented all of our FDN companies...he brought job descriptions for the respective markets, including camera operators. He had a great showing, several of the candidates are now working for NCN35 as camera operators.	1	Program Director
17	9/19/2017	Participation in other activities designed by the station employment unit	I was there representing all of FDN. Cline Williams Employment Law Forum. NBA counsel John Wells King advises, "I think it is a fair characterization of the Employment Law Forum to qualify it as an activity under either of these FCC criteria, with either of the criteria qualifying for one EEO credit:	1	COO
18	9/27/2017	Participation in events or programs sponsored by educational institutions	Michael Peterson with Eagle Eye Broadcasting in O'Neill brought his class into NCN for a tour of the NCN studios to help familiarize themselves with the industry, their class and the goals/expectations of the field.	2	Creative Director Creative Services - Production Lead
19	9/28/2017	Participation in events or programs sponsored by educational institutions	Faith Kuehler came in for a Job Shadow, she is studying Media Production, Sound and Audio. Based on her interest in Production, I had her meet with both RADIO and TV Production.	3	Radio Production Director/Program Assistant TV Production Assistant/LIVE Events Director LIVE Events Director

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20	10/17/2017	Participation in Job Fairs	Austen Hagood Program Director attended the UNL Career or Breakout Session at Northeast Nebraska Career Day for sophomores in High School at Wayne State, put on by the UNL Extension office. He was part of the Radio Broadcasting Breakout.	1	Program Director
21	11/8/2017	Participation in events or programs sponsored by educational institutions	Kylee McLean with Battle Creek Public High School in Battle Creek reached out with an interest in Broadcasting, specifically TV. She job shadowed with the team. She is now working for us as a camera operator, doing office work and sideline reporting!	11	COO Program Director Reporter/Anchor Reporter/Anchor