

**KQKQ - Council Bluff, IA with KMMQ 1020, KOIL, KOOO, KOPW-FM, KOZN,
KZOT**

EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 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
Interactive Manager	1, 3-5, 8-9, 18, 21, 25-27, 29-30, 32, 38, 41-46	8
Account Executive	1, 3-5, 8-9, 18, 21, 23, 25-27, 29-30, 32, 38, 41-43, 46	8
Business Manager/ Business & Traffic Mgr.	1-3, 5, 9-13, 15, 19-20, 22-29, 32-35, 38-39, 41-43, 45-46	11
Promotions Coordinator	1, 3-5, 8-9, 16, 18, 23, 25-27, 29-30, 32, 38, 41-43, 46	8
Account Executive	1, 3-6, 8-9, 14, 17-18, 23, 25-27, 29-32, 36, 38, 40-41, 43-44, 46	36
Account Executive	1, 3-6, 8-9, 14, 17-18, 23, 25-27, 29-32, 36, 38, 40-41, 43-44, 46	14
On-Air Programming	1, 3-5, 7, 9, 18, 21, 23, 25-27, 29-32, 38, 40-43, 46	7
Assistant Business Manager	1, 3-5, 9, 14, 18, 23, 25-27, 29-32, 38, 40-43, 46	14
FM Station Program Director	1, 3-5, 9, 18, 23, 25-27, 29-32, 37-38, 40-41, 43, 46	37

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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 : colleen.plasek@bellevue.edu Fax : 1-402-557-5438 Colleen Plasek	N	0
2	Black Employees Assoc of OPPD 444 S. 16th St.Mall Omaha, Nebraska Phone : 402-636-2000 Email : rnettles@oppd.com Fax : 402-636-3659 Richard Nettles	N	0
3	Broadcast Media Placement 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Fax : 402-472-8403 Rick Alloway	N	0
4	Brown College Career Services 1345 Mendota Heights Road Mendota Heights, Minnesota 55120 Phone : 651-905-3522 Email : mkronforst@browncollege.edu Fax : 1-651-905-3555 Mike Kronforst	N	0
5	College of St. Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : crc@esm.edu Fax : 1-402-399-2439 Lisa Crowder	N	0
6	Corporate Office	N	1
7	Current Employee - Transfer/Promotion	N	1
8	Employee Referral	N	8

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9	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
10	Experience Unlimited 5404 Cedar Omaha, Nebraska 68106 Phone : 402-595-3885 Email : kjohnson@dolstate.ne.us Karen Johnson	N	0
11	Former Employee	N	1
12	Goodwill Industries 6020 Maple St. Omaha, Nebraska 68104 Phone : 402-551-4260 Fax : 402-552-9338 Casey Wolf	N	0
13	Hamilton College 3350 N. 90th St. Omaha, Nebraska 68131 Phone : 402-572-8500 Email : cjensen@nebedu.com Jennifer Crews	N	0
14	Indeed.com	N	4
15	InRoads/Greather Omaha, Inc. 2223 Dodge St. 10th Floor Omaha, Nebraska 68102 Phone : 402-348-1700 Email : jcooper@inroadsinc.org Joyce Cooper	N	0
16	Internal Candidate	N	4
17	Internal Posting	N	1
18	Iowa Western Community College 2700 College Road Council Bluffs, , Iowa Phone : 712-325-3242 Email : krichter@iwcc.edu Kaci Richter	Y	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
19	Kaplan University 5425 N. 103rd St Omaha, Nebraska 68134 Phone : 402-431-6157 Fax : 1-402-431-6710 Diana Atkinson	N	0
20	N.E. Indian Community College 2451 St. Marys Omaha, Nebraska 68105 Phone : 402-344-8428 Fax : 402-344-8358 Elan Cunningham	N	0
21	Native American Public Telecommunications P.O. Box 83111 - 1800 No 33 St. Lincoln, Nebraska 68501 Phone : (402) 472-3522 Url : www.nativetelecom.org Email : native@unl.edu Frank Blythe	N	0
22	NE Job Service/Experience Unlimited 5404 Cedar St. Omaha, Nebraska 68106 Phone : 402-595-3865 Fax : 402-595-2525 Karen Johnson	N	0
23	Nebraska Broadcasters Assn 11414 West Center Road Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Email : jim@ne-ba.org Fax : 1-402-933-0059 Jim Timm	N	1
24	Nebraska Dept. Vocational Rehab. 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2655 Email : melson@vocrehab.state.ne.us Marjorie Nelson	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
25	Nebraska Service for Visually Impaired 1313 Farnam Omaha, Nebraska 68102 Phone : 402-595-2041 Fax : 402-595-1008 Director of Placement	N	0
26	Nebraska Wesleyan University 5000 St. Paul Ave. Lincoln, Nebraska 68508 Phone : 402-465-2217 Email : nrcr@nebrwesleyan.edu Fax : 1-402-465-2179 Geri Cotter	N	0
27	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
28	Nebraska Workforce Development 5717 F Street Omaha, Nebraska 68817 Phone : 402-595-3894 Email : sterling.holmes@nebraska.gov Fax : 1-402-595-3051 Sterling Holmes	N	0
29	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7263 Fax : 402-844-7400 RoseAnn Rogers	N	0
30	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : dmcdowell@nrgmedia.com Dianne McDowell	N	0

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31	NRG Media corporate 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-398-8106 Email : dmcdowell@nrgmedia.com Dianne McDowell	N	0
32	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0
33	Omaha Opportunities Industrialization Center 2724 N. 24th St. Omaha, Nebraska 68110 Phone : 402-457-4222 Fax : 402-457-6635 Director of Placement	N	0
34	Omaha Workforce Development 2431 N. 24th St. Omaha, Nebraska 68110 Phone : 402-444-3517 Email : dlowry@ci.omaha.ne.us Deb Lowry	N	0
35	Southeast Community College 600 State St. Milford, Nebraska Phone : 800-933-7223 Email : greigsti@sccm.cc.ne.us Gerald R. Eigsti	N	0
36	Station On-Air Advertisement	N	1
37	Trade Website	N	5
38	Univ. of Neraska at Kearney Kearney, Nebraska 68849 Phone : 308-865-8501 Fax : 308-865-8882 Director of Placement	N	0

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39	University of Nebraska at Omaha (UNO) ASH 108, 6001 Dodge St. Omaha, Nebraska Phone : 402-554-4855 Email : mhitt@unomha.edu Prof. Mike Hilt	N	0
40	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
41	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
42	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
43	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
44	Word of Mouth Referral	N	2
45	YMCA-Transitions Program 222 S. 29th St. Omaha, Nebraska Phone : 402-345-6555 Email : ywtrans@uswest.net Beth Nimmo, Coord.	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
46	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:			29

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/18/2016	Provision of training to management	Gen Counsel and Dir of HR provided training to station management attending an annual budget meeting.	5	Mkt Mgr Sales Mgr Ops Mgr - AM Ops Mgr - FM	1.00
2	3/7/2017	Participation in events or programs sponsored by educational institutions	Broadcasting student from Northeast Community College job shadowed Caleb Farnell, Program Director for KOPW, for a day.	1	Program Director	0.25
3	5/1/2017	Establishment of an intern program designed to assist members of the community	Internship program over the summer designed to train individuals to work in the promotions department of a radio station group. Activities include participation in planning and executing the Hispanic Festival including coordination of activities backstage at event.	2	Operations Manager Promotions Director	1.00
4	7/11/2017	Participation in events or programs sponsored by educational institutions	Dave Tepper, AM Operations Manager, gave a tour of our facilities and discussed career opportunities with someone from the Ollie Webb Center in Omaha. The Center helps developmentally disabled individuals to explore opportunities in their community for employment.	1	AM Operations Manager	0.25
5	8/15/2017	Co Sponsoring Job Fair	Co-sponsored Nebraska Broadcasters Career Fair with other media groups in the Omaha area. Scheduled and ran on-air commercials on all of our radio stations advertising the upcoming career fair. Two of our hiring managers were present at the booth from 11am - 2pm talking to candidates about employment opportunities with our radio stations and in the radio industry.	4	Business Manager Director of Research KOPW Program Director KOPW on-air announcer	1.00
6	8/31/2017	Establishment of training programs for station personnel	Talent summit was required for all programming staff to train them on best practices over all programming functions of the stations and social media.	2	FM Operations Manager AM Operations Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.50