

KMMQ 1020, KOIL, KOOO, KOPW-FM, KOZN, KQKQ,**KZOT EEO PUBLIC FILE REPORT****February 1, 2019 - January 31, 2020****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
Director of Sales Open Date: 12/18/2018 Hire Date: 2/25/2019	1-2, 4-5, 9, 15, 17-19, 21-27, 33-37, 39	18
Operations Manager Open Date: 12/18/2018 Hire Date: 2/28/2019	1-4, 9-10, 12-13, 15-16, 21-27, 30, 33-37, 39	3
Account Executive Open Date: 12/18/2018 Hire Date: 1/1/2019	1-2, 4, 9, 14-15, 21-24, 27, 33-34, 36-37, 39	14
Programming Talent Open Date: 12/18/2018 Hire Date: 4/1/2019	1-2, 4-5, 8-9, 15, 21-27, 31, 33-37, 39	8
Sports Talk show producer Open Date: 12/28/2018 Hire Date: 2/6/2019	1-2, 4-6, 8-9, 15, 21-27, 29, 33-37, 39	6
Sales Assistant Open Date: 2/12/2019 Hire Date: 3/6/2019	1-2, 4, 8-9, 15, 19, 21-27, 33-37, 39	19
Account Executive Open Date: 3/19/2019 Hire Date: 4/22/2019	1-2, 4, 8-9, 15, 21-24, 27-28, 33-37, 39	8
Account Executive Open Date: 4/29/2019 Hire Date: 6/24/2019	1-2, 4, 7, 9, 15, 21, 23-24, 27-28, 32-37, 39	32
Account Executive Open Date: 6/20/2019 Hire Date: 7/31/2019	3,13,15,16,18,21,25,26,28,34,40,41	28
Sports Talk Show Host Open Date: 7/8/2019 Hire Date: 8/14/2019	3,13,15,16,18,21,25,26,28,34, 40,41	28
Account Executive Open Date: 8/11/2019 Hire Date: 10/28/2019	3,13,15,16,18,21,25,26,28,34,40,41	28
Program Director Open Date: 8/10/2019 Hire Date: 10/28/2019	13,16, 21, 26, 31, 32, 41, 43-51	16
Account Executive Open Date: 10/30/2019 Hire Date: 11/25/2019	13,15, 21, 26, 31, 32, 34, 41, 43-52	8

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Account Executive Open Date: 10/30/2019 Hire Date: 12/9/2019	13,15, 21, 26, 31, 32, 34, 41, 43-52	8
Account Executive Open Date: 12/12/2019 Hire Date: 1/27/2019	13,15, 21, 26, 31, 32, 34, 41-52	8

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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 Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Email : colleen.plasek@bellevue.edu Fax : 1-402-557-5438 Colleen Plasek	N	0
2	Broadcast Media Placement 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Fax : 402-472-8403 Rick Alloway	N	0
3	Bulletin Board	N	1
4	College of St. Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : careercenter@CSM.edu Lisa Crowder	N	0
5	Current Employee	N	7
6	Current Employee/Internal Promotion	N	1
7	Did not indicate (Source Unknown)	N	1
8	Employee Referral	N	10
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	0
12	Former Employee Referral	N	0
13	Indeed.com	N	5

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14	Internal Transfer/Promotion	N	1
15	Iowa Western Community College 2700 College Road Council Bluffs, , Iowa Phone : 712-325-3242 Email : krichter@iwcc.edu Kaci Richter	Y	0
16	Job Board (All access.com or Sportscasters Talent Agency)	N	9
17	Job posting on internet	N	1
18	Linked In	N	6
19	LinkedIn / Word of Mouth	N	2
20	Media Staffing Network unknown Phoenix, Arizona Phone : 609-971-9382 Patty Kincaid Manual Posting	N	0
21	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
22	Nebraska Service for Visually Impaired 1313 Farnam Omaha, Nebraska 68102 Phone : 402-595-2041 Fax : 402-595-1008 Director of Placement	N	0
23	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7263 Fax : 402-844-7400 RoseAnn Rogers	N	0
25	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : mpreston@nrgmedia.com Mary Preston	N	0
26	NRG Media Corporate 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-398-8106 Email : mpreston@nrgmedia.com Mary Preston	N	3
27	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0
28	On Air Recruitment Ad	N	10
29	Other Source	N	1
30	Southeast Community College 600 State St. Milford, Nebraska Phone : 800-933-7223 Email : greigsti@sccm.cc.ne.us Gerald R. Eigsti	N	0
31	Station Website	N	1
32	Station Website Posting (One or More SEU Stations)	N	1
33	Univ. of Nebraska at Kearney Kearney, Nebraska 68849 Phone : 308-865-8501 Fax : 308-865-8882 Director of Placement	N	0

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34	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	1
35	Vocation Rehabilitation Services 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2146 Email : m-stayer@voc rehab.state.ne.us Fax : 402-595-1125 Maey Stayer	N	0
36	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
37	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
38	YMCA-Transitions Program 222 S. 29th St. Omaha, Nebraska Phone : 402-345-6555 Email : ywtrans@uswest.net Beth Nimmo, Coord.	N	0
39	YWCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 402-345-0635 Beth Nimmo, Coord.	N	0

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40	Sportscasters Talent Agency of America Staatalent.com (949) 648-7822 (STAA)	N	0
41	OmahaHelpWanted.com Customer Service 5010 Underwood Ave Omaha, NE 68132 800-365-8630	N	0
42	Radio Ink www.radioink.com edryantheeditor@gmail.com	N	0
43	Chadron State College via Nebraska College Recruiting Consortium https://ncrc-csm.symplicity.com/	N	0
44	Concordia University, NE via Nebraska College Recruiting Consortium https://ncrc-csm.symplicity.com/	N	0
45	Doane University via Nebraska College Recruiting Consortium https://ncrc-csm.symplicity.com/	N	0
46	Hastings College via Nebraska College Recruiting Consortium https://ncrc-csm.symplicity.com/	N	0
47	Midland University via Nebraska College Recruiting Consortium https://ncrc-csm.symplicity.com/	N	0
48	Nebraska Wesleyan University via Nebraska College Recruiting Consortium https://ncrc-csm.symplicity.com/	N	0
49	Peru State College via Nebraska College Recruiting Consortium https://ncrc-csm.symplicity.com/	N	0
50	Union College via Nebraska College Recruiting Consortium https://ncrc-csm.symplicity.com/	N	0
51	Wayne State College via Nebraska College Recruiting Consortium https://ncrc-csm.symplicity.com/	N	0
52	University of Nebraska - Omaha	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			62

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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	4/4/2019	Participation in events or programs sponsored by educational institutions	University of Nebraska Omaha and Nebraska Broadcasters Association sponsored a high school media day to showcase career opportunities in broadcasting.	1	On-Air announcer	0.25
2	4/30/2019	Participation in events or programs sponsored by educational institutions	The KOPW morning show participated in a career day event at Belvedere Elementary school. They spoke about their job duties and steps needed to take to become a radio announcer.	2	Assistant Program Director On-Air Announcer	0.25
3	7/8-9/2019	Participation in events or programs sponsored by community groups	Programming Coordinator George Norwood gave station tours and information about skills needed to work in broadcasting to 2 groups of participants from Ollie Webb Center, Inc. an organization that helps individuals with developmental or intellectual disabilities live independently.	1+	Programming Coordinator and station personnel Participation in events or programs sponsored by educational institutions	0.25
4	8/13/2019	Sponsorship of job fairs	Station sponsored and station managers (DOS, Business Manager, Promotions Director) and staff (Sales Assistant) participated in the Omaha Area Broadcasters Career Fair held in association with the NBA annual meeting.	4	DOS Business Manager Promotions Director Sales Assistant	1.00
5	9/25/2019	Participation in events or programs sponsored by educational institutions	Interactive Media Director Isaiah Twitty spoke to 3 classes of college freshman at Northwestern College about skills needed in broadcasting, careers in broadcasting in general and his own career path in broadcasting.	1	Interactive Media Director	0.25
6	10/24/2019	Provision of training to management	The General Counsel and Director of Human Resources for NRG Media provided EEO training to management attending annual budget meeting.	5	Market Manager Business Manager Program Director Director of Sales General Sales Manager	1.00

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7	10/24/2019	Participation in events or programs sponsored by educational institutions	KOPW on-air talent Isaiah Twitty spoke at Iowa Western Community College about careers in the radio industry	1	Interactive Media Director	0.25
8	11/4/2019	Participation in events or programs sponsored by educational institutions	KOPW on-air talent Isaiah Twitty spoke at the Omaha Northwest High School college panel about careers in the radio industry and path to a career in radio	1	Interactive Media Director	0.25
9	12/3/2019	Participation in events or programs sponsored by educational institutions	NRG Media Omaha Director of Sales, Scott Vowinkle spoke the to a UNO School of Communications class about careers in the radio industry and the sales field.	1	Director of Sales	0.25
10	1/1/2020	Participation in a scholarship program	NRG Media Omaha stations are running commercials promoting the Nebraska Broadcasters Association scholarship program letting students know they can go to our station websites or pick up an applications at our offices	1	Market Manager Business Manager Program Director Director of Sales	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.75