

KCNB(FM), KCOW(AM), KAAQ(FM), KQSK(FM)
EEO Public File Report
February 1, 2008 – January 31, 2009

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
General Manager	1-25, 27-52, 54-74	73
Account Executive	1-52, 54-74	74
Account Executive	1-52, 54-74	74
General Manager	75 [*]	75

^{*} Exigent circumstances.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
1	American Red Cross 604 Flack Avenue Alliance, NE 69301 Chad Bell 308-762-3887	Y	0
2	Asian American Journalists Association Route 1 Box 616 Clarksdale, MS 38614 662-627-4155 662-627-4361 (Fax)	N	0
3	Asian American Journalists Association 1182 Market Street, Suite 320 San Francisco, CA 415-346-2051 post@caja.org	N	0
4	Bellevue University 1000 Galvin Road South Bellevue, NE 68005 Dorothy Graham 402-293-3775 402-293-2043 (Fax)	N	0
5	Black Employees Association of OPPD 444 South 16th Street.Mall Omaha, NE Richard Nettles 402-636-2000 402-636-3659 (Fax)	N	0
6	Broadcast Center 2360 South Hampton St. Louis, MO 65139 Jim Bland 314-647-8181 314-647-5175 (Fax)	Y	0
7	Broadcast Media Placement 147 Andersen Hall Lincoln, NE 68588 Rick Alloway 402-472-3054 402-472-8403 (Fax)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
8	Buena Vista University 2700 College Road Council Bluffs, IA 51503 712-328-0788 712-322-8604	N	0
9	Chadron State College 1000 Main Street Chadron, NE Janet Hartman 308432-6439 308-432-6439 (Fax)	N	0
10	City of Council Bluffs 209 Pearl Street Council Bluffs, IA 51501 712-328-4620 712-322-9255 (Fax)	N	0
11	College of St. Mary 7000 Mercy Road Omaha, NE 68106 Lisa Crowder 402-399-2485 402-399-2439 (Fax)	N	0
12	Creighton Career Service Office 2500 California Omaha, NE 68178 Karen Thurber 402-280-2722 402-280-3450 (Fax)	N	0
13	Dana College 2848 Cullen Drive Blair, NE 68008 402-426-7258 402-426-7922 (Fax)	Y	0
14	Envoy 6910 Pacific Street #102 Omaha, NE 68106 Barb Ivey bivey@envoyinc.com 402-558-0637	N	0
15	Experience Unlimited 5404 Cedar Omaha, NE 68106 Karen Johnson kjohnson@dolstate.ne.us 402-595-3885	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
16	Future Directions YWCA 222 South 29th Street Omaha, NE 68131 402-346-6555 402-345-0635 (Fax)	N	0
17	Goodwill Industries 6020 Maple Street Omaha, NE 68104 Casey Wolf 402-551 -4260 402-562-9338 (Fax)	N	0
18	Goodwill Industries Rehabilitation Facility 3100 West 4th Street Sioux City, IA 712-258-4511 712-258-7832 (Fax)	N	0
19	Hamilton College 3350 North 90th Street Omaha, NE 68131 Jennifer Crews cjensen@nebedu.com 402-572-8500	N	0
20	Hutchinson Community College 1300 North Plum Hutchinson, KS 67501 Betty Ann Kelly kellyb@hutchcc.edu 316-665-3495	N	0
21	InRoads / Greater Omaha Inc. 2223 Dodge Street 10th Floor Omaha, NE 68102 Joyce Cooper jcooper@inroadsinc.org 402-348-1700	N	0
22	Iowa Rehabilitation Area Office 300 West Broadway, Suite 33 Council Bluffs, IA Pam Quandt 712-328-3821 712-325-0346 (Fax)	N	0
23	Iowa State Department of Human Services 822 Douglas Street Sioux City, IA 51101 712-255-0833 712-255-2674 (Fax)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
24	Iowa Western Community College 906 Sunnyside Lane Atlantic, IA 50022 Judy Mamin jmarnin@iwcc.cc.ia.us 712-243-5527	N	0
25	Iowa Workforce Development 300 West Broadway, Suite #13 Council Bluffs, IA 51503 Randy Brookhart 712-242-2100 712-242-2155 (Fax)	N	0
26	Keep Alliance Beautiful 205 West 4th Street Alliance, NE 69301 Deb Dopheide 308-762-1729	N	0
27	Morningside College 1501 Morningside Avenue Sioux City, IA 51102 Stacie Hays hays@morningside.edu 712-274-5000 712-274-5101 (Fax)	N	0
28	N.E. Indian Community College 2451 St. Marys Omaha, NE 68105 Elan Cunningham 402-344-8428 402-344-8358 (Fax)	N	0
29	NAACP 2221 North 24th Street Omaha, NE 68102 402-453-9730 402-453-9676 (Fax)	N	0
30	National Academy of TV Arts & Sciences 2140 South Ivanhoe Street, Suite G-3. Denver, CO 80222-5748 Audrey Elling office@emmyawards.tv 303-722-0916	N	0
31	National Association of Hispanic Journalists 529 14th Street NW, Suite 634 Washington, DC 20045 www.nahj.org	N	0
32	National Association of Black Journalists www.nabj.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
33	Native American Journalism Association 1433 East Franklin Avenue Minneapolis, MN 55404 Gordon Regguinti	N	0
34	NE Job Service/Experience Unlimited 5404 Cedar Street Omaha, NE 68106 Karen Johnson 402-595-3865 402-595-2525 (Fax)	N	0
35	Nebraska Broadcasters Association 12020 Shamrock Plaza Suite 200 Omaha, NE 68154 Marty Riemenschneider marty@ne-ba.org 402-778-5178 402-778-5131 (Fax)	N	0
36	Nebraska College of Business 5425 North 103rd Street Omaha, NE 68134 Jennifer Crews 402-431-6157 402-431-6710 (Fax)	N	0
37	Nebraska Department of Vocational Rehabilitation 1313 Farnam, 3rd Floor Omaha, NE 68102 Marjorie Nelson melson@vocrehab.state.ne.us 402-595-2655	N	0
38	Nebraska Job Service 5404 Cedar Street Omaha, NE 68106 Karen Johnson 402-595-3894 402-595-3051 (Fax)	N	0
39	Nebraska Service for the Visually Impaired 1313 Farnam Omaha, NE 68102 402-595-2041 402-595-1008 (Fax)	N	0
40	Nebraska Wesleyan University 5000 St. Paul Avenue Lincoln, NE 68508 Geri Cotter career@nebrwesleyan.edu 402-465-2217 402-465-2179 (Fax)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
41	Nebraska Workforce Development 5717 F Street Omaha, NE 68117 Peggy Kotschwar Sterling Holmes 402-595-3009 402-595-3894 402-595-2701	N	0
42	North Omaha Star Newspaper 2216 North 24th Street Omaha, NE 68111 Charlene Spencer omahastr@radiks.net 402-346-4041 402-346-4064 (Fax)	N	0
43	Northeast Community College P.O. Box 469 Norfolk, NE 68702 RoseAnn Rogers 402-844-7263 402-844-7400 (Fax)	Y	0
44	Northwest Missouri State University 800 University Drive Maryville, MO 64468 Stacey Stokes career@mail.nwmissouri.edu 660-562-1250 660-652-1384 (Fax)	N	0
45	Ohio Center for Broadcasting Colorado Campus 5800 West Alameda Avenue, Suite A Denver, CO 80226 Dan Smith 303-937-7070 www.funjobsonair.com	N	0
46	Omaha Association of Black Journalists 27th & Douglas Streets Omaha, NE 68131 Ben Gray 402-978-8960 402-978-8931 (Fax)	N	0
47	Omaha CIC 2724 North 24th Street Omaha, NE 68111 402-457-4222 402-457-6635 (Fax)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
48	Omaha Workforce Development 2431 North 24th Street Omaha, NE 68110 Deb Lowry dlowry@ci.omaha.ne.us 402-444-3517	N	0
49	Omaha World-Herald 14th & Dodge Omaha, NE Debbie Quaas debbie.quaas@owh.com 402-342-6633	N	0
50	Sioux City American Indian Center 510 Water Street Sioux City, IA 51101 712-255-8957 712-255-8957 (Fax)	N	0
51	South Asian Journalists Association 2950 Broadway New York, NY 10027 S. Sreenivasan ss221@columbia.edu 212-854-7837 212-854-7837 (Fax)	N	0
52	Southeast Community College 600 State Street Milford, NE Gerald R. Eigsti greigsti@sccm.cc.ne.us 800-933-7223	N	0
53	Southeast Community College 4771 West Scott Road Beatrice, NE 68310-7042 Shirley Huttenmaier 402-228-8216 402-228-2218 (Fax)	Y	0
54	TVJobs.com	N	0
55	TVB.org Job Bank althea@tvb.org	N	0
56	University of Nebraska at Kearney Kearney, NE 68849 308-865-8501 308-865-8882 (Fax)	N	0
57	University of Nebraska at Kearney Kearney, NE Keith Tarry tarryk@unk.edu 308-865-8249	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
58	University of Sioux Falls 1101 West 22nd Street Sioux Falls, SD Mark Patterson cs@siouxfalls.edu 605-331-6740	N	0
59	University of Nebraska at Lincoln 147 Andersen Hall Lincoln, NE Richard Alloway ralloway@unl.edu 402-472-7211 402-472-8403 (Fax)	N	0
60	University of Nebraska at Lincoln College of Business Administration P.O. Box 880405 Lincoln, NE Zoe Olson Zolson2@unl.edu 402-472-3382	N	0
61	University of Nebraska at Omaha ASH 108, 6001 Dodge Street Omaha, NE Prof. Mike Hilt mhitt@unomaha.edu 402-554-4855	N	0
62	University of Nebraska at Omaha Student Hispanic Organization Omaha, NE 68110 402-554-2333 402-554-3388 (Fax)	N	0
63	University of Nebraska Omaha Television 60th & Dodge Street Omaha, NE Jim Adams jimadams@unomaha.edu 402-554-2516	N	0
64	Urban League of Nebraska 3022 North 24th Omaha, NE 68110 Damien Coran dcoran@urbanleagueneb.org 402-453-9730 402-453-9676 (Fax)	N	0
65	Vatterott College 5318 South 136th Street Omaha, NE 68137 Diane Lee Dir 402-891-8411	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
66	Vocation Rehabilitation Services 1313 Farnam, 3rd Floor Omaha, NE 68102 Maey Stayer m-stayer@vocrhhab.state.ne.us 402-595-2146 402-595-1125 (Fax)	N	0
67	Vocational Rehabilitation 14714 North 42nd Street Omaha, NE 68131 Deb Dickson 402-595-2100 402-595-1125 (Fax)	N	0
68	Wayne State College 1111 Main Street Wayne, NE 68787 Terri Heggemeyer tehegge1@wsc.edu 402-375-7527 402-375-7072 (Fax)	N	0
69	Western Iowa Technical Community College 4647 Stone Avenue Sioux City, IA 712-274-6405 712-274-6412 (Fax)	N	0
70	WetFeet Recruiters www.WetFeet.com	N	0
71	YMCA-Transitions Program 222 South 29th Street Omaha, NE Beth Nimmo ywtrans@uswest.net 402-345-6555	N	0
72	YWCA 222 South 29th Street Omaha, NE 68131 Beth Nimmo 402-345-6555 402-345-0635	N	0
73	Employee Referral	N	5
74	On-air announcements (<i>one or more SEU stations</i>)	N	2
75	Prior applicant	N	1
76	Iowa Western Community College 2700 College Road Council Bluffs, IA 51503 Hugh Irwin 712-325-3390 712-388-6803 (Fax)	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
TOTAL OVER REPORTING PERIOD			8

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Scholarship program	From March through May 2008, this SEU participated in a scholarship program sponsored by the Nebraska Broadcasters Association. In addition to making a monetary contribution, the SEU promoted the scholarship on air and disseminated applications. In addition, our News Director participated in the selection process by reviewing applications for the scholarship.
2	Participate in job fair	On April 2, 2008, this SEU participated in Chadron State College's career fair in Chadron, Nebraska. Our Business Manager met with participants and answered questions about careers in broadcasting.
3	Training program	This SEU has established a training program wherein part-time employees with no background knowledge of broadcasting are provided training and are gradually given more responsibilities to prepare them for future full-time employment in the broadcast filed. As part of this program, the individuals meet with our Program Director on a weekly basis. They receive informational memos and review the related training manual to learn such skills as running the computers, going on the air, preparing weather reports, and producing commercials. During this reporting period, six individuals participated in the program.