

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 29, 2017 - January 29, 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
Program Director	1-15, 17, 20, 22-25, 27-34, 37-51, 53-66, 68-79, 81-83	27
Sales Assistant	1, 3-15, 17, 19-20, 22-26, 28-34, 37-51, 53-66, 68-79, 81-83	19
Morning News Anchor	3-11, 13-15, 17-18, 20, 22-27, 29-34, 37-51, 53-64, 66, 68-82	27
KFGE Afternoon Host	1, 3-7, 9-11, 14-20, 22-27, 29-34, 37-48, 50-64, 66, 68-77, 79-82	27
KLIN Sports Director	1, 3-7, 9-11, 14-15, 17-18, 20-26, 29-34, 37-48, 50-51, 53-64, 66, 68-77, 79-82	21
Account Executive	1, 4-7, 9-11, 14-15, 17-20, 22-26, 29-34, 36-48, 50-51, 53-64, 66-70, 72-77, 79-82	19
KBBK Afternoon Host/Music Director	3-7, 9-11, 14-20, 22-26, 29-34, 37-48, 50-51, 53-64, 66-70, 72-77, 79-82	19
Digital Director/Graphic Designer	1, 4-7, 9-12, 14-15, 17-18, 20, 22-26, 28-40, 42-48, 50-52, 54-64, 66, 68-77, 79-82	35
Digital Sales Strategist	1, 4-7, 9-12, 14-15, 17-20, 22-26, 29-40, 42-48, 50-51, 54-64, 66, 68-77, 79-82	36
Sales and Marketing Assistant	1, 4-7, 9-12, 14-20, 22-26, 29-34, 37-40, 42-48, 50-51, 54-64, 66, 68-77, 79-82	16

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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	Advertising Federation of Lincoln P.O. Box 80093 Lincoln, Nebraska 68501 Phone : 402-440-2020 Url : http://aaflincoln.org/ Jolene Ritzman Manual Posting	N	0
2	Agency Referral	N	1
3	All Access.com Website 24955 Pacific Coast Hwy. Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Jon Denver	N	0
4	American G.I. Forum - Omaha Job Placement Director 2002 "N" Street Omaha, Nebraska 68107 Phone : 402-733-9740 Url : http://www.giforumomaha.org/ Email : giforumomaha@gmail.com P. Lordemann	N	0
5	Asian Community and Cultural Center 2635 "O" Street Suite A Lincoln, Nebraska 68510 Phone : 402-477-3446 Url : http://www.lincolnasiancenter.org/ Email : info@lincolnasiancenter.org Fax : 1-402-477-4508 Duy Linh Bui	N	0
6	Bellevue University Career Services 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Colleen Plasek Manual Posting	N	0
7	Central Community College-Columbus Career Services P.O. Box 1027 Columbus, Nebraska 68602-1027 Phone : 402-562-1210 Email : lhastreiter@cccneb.edu Fax : 1-402-562-1201 Lora Hastreiter	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
8	Central Community College-Grand Island Career Services P.O. Box 4903 Grand Island, Nebraska 68802-4903 Phone : 308-398-7408 Email : gheath@cccneb.edu Fax : 1-308-398-7398 Glenda Heath	Y	0
9	Central Community College-Hastings Career Services P O Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Email : ksterner@cccneb.edu Fax : 1-402-461-2454 Kyle Sterner	Y	0
10	Chadron State College Career Services 1000 Main Street Chadron, Nebraska 69337 Phone : 308-432-6292 Url : https://www.csc.edu Email : jhartman@csc.edu Janet Hartman	N	0
11	Clyde Malone Community Center Career Services 2032 "U" Street Lincoln , Nebraska 68503 Phone : 402-474-1110 Url : http://www.malonecenter.org Fax : 1-402-474-1112 Nate Woods	N	0
12	College of St. Mary Career Services 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : crc@esm.edu Fax : 1-402-399-2485 John Quinn	N	0
13	Community Action Partnership Employment & Education 210 "O" Street Lincoln, Nebraska 68508 Phone : 402-471-4515 Url : http://www.communityactionatwork.org Email : vsee@communityactionatwork.org Aaron Bowen	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
14	Concordia University Career Services 800 N. Columbia Seward, Nebraska 68434 Phone : 402-643-7226 Corey Gray Manual Posting	N	0
15	Creighton University Career Center, Suite 2015 2500 California Plaza Omaha, Nebraska 68178 Phone : 402-280-2722 Url : creighton.joinhandshake.com D'Lynn Buck Manual Posting	N	0
16	Current Employee	N	3
17	Doane University Career Center 1014 Boswell Crete, Nebraska 68333 Phone : 402-826-8501 Sarah Barg Manual Posting	N	0
18	El Centro de las Americas 210 "O" Street Lincoln, Nebraska 68508 Phone : 402-474-3950 Email : director@elcentrone.org Fax : 1-402-474-3842 Roger Garica	Y	0
19	Employee Referral	N	6
20	Envoy, Inc. 3317 No. 107th Street Omaha, Nebraska 68134 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
21	Former Employee	N	1
22	Goods Entertainment P.O. Box 1266 Weston, Connecticut 06883 Phone : 203-341-0111 Email : adam@goodsentertainment.com Fax : 1-801-460-3100 Adam Goodman	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
23	Goodwill Industries 4805 No. 72nd Street Omaha, Nebraska 68134 Phone : 402-341-4609 Fax : 1-402-341-3061 Casey Wolf	N	0
24	Grace University Career Services 1311 South 9th St. Omaha, Nebraska 68108 Phone : 402-449-2800 Url : https://www.graceuniversity.edu/academics/career-s Email : careercenter@graceu.edu Fax : 1-402-449-2999 Deb Osmanson	N	0
25	Hastings College Career Services 710 N. Turner Ave Hastings, Nebraska 68901-7621 Phone : 402-461-7387 Kim Graviette Manual Posting	Y	0
26	Indian Center, Inc. Workforce Innovation & Opportunity Act 1100 Military Road Lincoln, Nebraska 68508 Phone : 402-438-5231 Url : http://indiancenterinc.org Email : jjames@icindn.org Fax : 1-402-438-5236 Cristi Thaut	N	0
27	Internet Ad	N	16
28	Kaplan University - Lincoln Career Services 1821 "K" Street Lincoln, Nebraska 68508 Phone : 402-474-5315 Email : ahoelsing@kaplan.edu Angela Hoelsing	N	0

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29	Kaplan University - Omaha Career Services 5425 N. 103rd St Omaha, Nebraska 68134 Phone : 402-431-6191 Email : aparmer@kaplan.edu Fax : 1-402-431-6710 Alisa Parmer	N	0
30	Latino American Commission P.O. Box 94965 Lincoln, Nebraska 68509-4965 Phone : 402-471-2791 Url : http://www.latinoac.nebraska.gov/ Fax : 1-402-471-4381 Dr. Lazaro Arturo Spindola	N	0
31	Latino Center of the Midlands 4821 South 24th Street Omaha, Nebraska 68107 Phone : 402-733-2720 Url : http://www.latinocenterofthemidlands.org/ Email : info@latinocenterofthemidlands.org Fax : 1-402-733-6720 Reyna Vallecillo	N	0
32	League of Human Dignity 1701 "P" Street Lincoln, Nebraska 68508 Phone : 402-441-7871 Url : http://leagueofhumandignity.com Fax : 1-402-441-7650 Mike Schafer	N	0
33	Lincoln Goodwill Job Connection 1111 "O" Street Suite 205 Lincoln, Nebraska 68508 Phone : 402-441-4924 Fax : 1-402-441-6038 Vicki Leach	N	0
34	Lincoln Vet Center Job Placement 3119 "O" Street, Suite A Lincoln, Nebraska 68510 Phone : 402-476-9736 Fax : 1-402-476-2431 Nancy Cohn	N	0
35	Linked In	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Media Staffing Network 7115 E. Thirsty Cactus Lane Scottsdale, Arizona 85266 Phone : 480-306-8930 Laurie Kahn Manual Posting	N	1
37	Mid-Plains Community College Career Services 1101 Halligan Drive North Platte, Nebraska 69101 Phone : 402-535-3619 Berva Arensdorf Manual Posting	N	0
38	Midland University Personal & Career Development Center 900 No. Clarkson Street Fremont, Nebraska 68025 Phone : 402-941-6401 Connie Kreikemeier Manual Posting	N	0
39	NAACP Lincoln P.O. Box 81322 Lincoln, Nebraska 68502 Phone : 402-475-4700 Url : http://naacplincnbranch.org Email : lincolnbranchnaacp@gmail.com Bennie Shobe	N	0
40	NAACP Omaha P.O. Box 11122 Omaha, Nebraska 68111 Phone : 402-345-6227 Url : http://www.omahanaacp.org Email : omahanaacp@aol.com Vickie R. Young	N	0
41	Native American Public Telecommunications Vision Maker Media 1800 No. 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-0208 Url : http://www.visionmakermedia.org/ Email : visionmaker@unl.edu Shirley Sneve	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
42	NE Indian Community College - Macy Student Services 1111 Hwy. 75 Macy, Nebraska 68039 Phone : 402-494-2311 Url : http://www.thenicc.edu/ Fax : 1-402-837-4183 Dawne Price	N	0
43	NE Indian Community College - S. Sioux City Student Services 2605 1/2 Dakota Avenue South Sioux City, Nebraska 68776 Phone : 402-494-2311 Url : http://www.thenicc.edu Fax : 1-402-494-6195 Dawne Price	N	0
44	NE Indian Community College - Santee Student Services 415 No. River Road Niobrara, Nebraska 68760 Phone : 402-494-2311 Url : http://www.thenicc.edu Fax : 1-402-857-2543 Dawne Price	N	0
45	Nebraska Broadcasters Association 11414 W. Center Road Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Email : jim@ne-ba.org Fax : 1-402-933-0059 Jim Timm	N	4
46	Nebraska College Career Services Assn. P.O. Box 3777 Omaha, Nebraska 68103-0777 Phone : 402-738-4563 Url : http://nccsa.info Email : nccsa@nccsa.info Monique Cribbs	N	0
47	Nebraska Commission on Indian Affairs P.O. Box 94981 Lincoln, Nebraska 68509-4981 Phone : 402-471-3475 Url : http://www.indianaffairs.state.ne.us Email : scott.w.shafer@nebraska.gov Fax : 1-402-471-3392 Scott Shafer	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
48	Nebraska Service for the Blind & Visually Impaired 4600 Valley Road Suite 100 Lincoln, Nebraska 68510-4844 Phone : 402-471-2891 Url : http://www.ncbvi.nebraska.gov/ Fax : 1-402-471-3009 Pearl Van Zandt	N	0
49	Nebraska Vocational Rehabilitation Job Placement P.O. Box 94987 Lincoln, Nebraska 68509 Phone : 402-471-3644 Url : http://vr.nebraska.gov/ Email : marketingteam.vr@nebraska.gov Fax : 1-402-471-0788 Marjorie Nelson	N	0
50	Nebraska Wesleyan University Career & Counseling Center 5000 St. Paul Ave. Lincoln, Nebraska 68504 Phone : 402-465-2414 Url : https://www.nebrwesleyan.edu/current-undergraduates/student-services/career-center Janelle Andreini Manual Posting	N	0
51	Nebraska Workforce Development 550 So. 16th Street Lincoln, Nebraska 68508 Phone : 402-473-7022 Url : https://networks.nebraska.gov Amber Ward Manual Posting	Y	3
52	Non-Employee Referral	N	3
53	Northeast Community College Career Services P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7263 Fax : 1-402-844-7404 Terri Heggemeyer	N	0

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54	Northwest Missouri State University Career Services 800 University Drive, Admin. #130 Maryville, Missouri 64468 Phone : 660-562-1250 Url : http://www.nwmissouri.edu Stacey M. Stokes Manual Posting	Y	0
55	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : dmcowell@nrgmedia.com Dianne McDowell	N	0
56	NRG Media Lincoln - Business Office 4343 "O" Street Lincoln, Nebraska 68510 Phone : 402-479-1404 Email : steve@nrgmedia.com Steve Anderson	N	0
57	NRG Media Lincoln - General Manager 4343 "O" Street Lincoln, Nebraska 68510 Phone : 402-475-4567 Email : amig@broadcasthouse.com Ami Graham	N	0
58	NRG Media Lincoln - Operations 4343 "O" Street Lincoln, Nebraska 68510 Phone : 402-475-4567 Email : salbertsen@broadcasthouse.com Steve Albertsen	N	0
59	Ohio Center for Broadcasting Colorado Media School 404 South Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : http://beonair.com Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	N	0

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60	Ohio Center for Broadcasting National Director of Placement 9885 Rockside Road #160 Valley View, Ohio 44125 Phone : 216-242-4342 Url : http://beonair.com Email : jhardy@beonair.com Janice Hardy	N	0
61	Omaha Workforce Development Heartland Wokforce Solutions 5752 Ames Avenue Omaha, Nebraska 68104 Phone : 402-934-2362 Email : ndol.omahawfd@nebraska.gov Fax : 1-402-595-3000 Bradley Pierce	N	0
62	Peru State College Career Services P.O. Box 10 Peru, Nebraska 68421 Phone : 402-872-2436 Jamie Eberly Manual Posting	N	0
63	Resources for Human Development Live Yes Studio 330 So. 13th Street Lincoln, Nebraska 68502 Phone : 402-904-4216 Email : craig.casados@rhd.org Fax : 1-402-904-4346 Craig Casados	Y	0
64	Sanford-Brown College Career Services 1345 Mendota Heights Road Mendota Heights, Minnesota 55120 Phone : 651-905-3522 Email : Ckleckner@browncollege.edu Fax : 1-651-905-3555 Christine Kleckner	N	0
65	Seward County C.A.S.A 105 South 6th Street Seward, Nebraska 68434 Phone : 402-643-3695 Url : http://southeastnebraskacasa.org/service/seward-co Email : Wess@SoutheastNebraskaCASA.org Wes Robotham	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
66	Southeast Community College Job Placement Office 8800 "O" Street Lincoln, Nebraska 68520 Phone : 402-437-2622 Email : placement@southeast.edu Shelly Tolle	N	0
67	Station Website	N	2
68	Topline Matters, Inc. 43300-116 Southern Walk Plz. Suite 102 Broadlands, Virginia 20148 Phone : 571-230-6730 Url : http://futurimedia.com/contact/ Email : tracy@futurimedia.com Tracy Gilliam	N	0
69	Union College Career Center 3800 So. 48th Street Lincoln, Nebraska 68506 Phone : 402-486-2540 Teresa Edgerton Manual Posting	N	0
70	University of Nebraska - Kearney Academic & Career Services MSAB #140 Kearney, Nebraska 68849 Phone : 308-865-8501 Email : careerserv@unk.edu Fax : 1-308-865-8882 Amy Rundstrom	N	0
71	University of Nebraska - Kearney Department of Communication Mitchell Center Kearney , Nebraska 68849 Phone : 308-865-8412 Fax : 1-308-865-1537 Ralph Hanson	N	0
72	University of Nebraska - Lincoln Career Services 225 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-3145 Email : careerservices@unl.edu Fax : 1-402-472-3552 Natale Shriner	Y	0

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73	University of Nebraska - Lincoln School of Journalism 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Email : ralloway1@unl.edu Fax : 1-402-472-8403 Rick Alloway	Y	0
74	University of Nebraska - Lincoln Women's Center 340 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-2597 Url : http://involved.unl.edu/womens-center Email : jdeeds1@unl.edu Jan Deeds	N	0
75	University of Nebraska - Omaha Academic and Career Development Ctr. EAB 115, 6001 Dodge Street Omaha, Nebraska 68132 Phone : 402-554-2973 Joe Hayes Manual Posting	N	0
76	University of Nebraska - Omaha Department of Black Studies #184 ASH, 6001 Dodge St. Omaha, Nebraska 68182 Phone : 402-554-2412 Url : http://www.unomaha.edu/college-of-arts-and-science Email : janetashley@unomaha.edu Cynthia Robinson	N	0
77	University of Nebraska - Omaha Office of Multicultural Affairs Milo Bail Student Center, Room #110 Omaha, Nebraska 68182 Phone : 402-554-2248 Url : http://www.unomaha.edu/student-life/inclusion/mult Email : mca@unomaha.edu James W. Freeman	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
78	University of Nebraska - Omaha School of Communication 140 ASH, 6001 Dodge Street Omaha, Nebraska 68182 Phone : 402-554-2600 Url : http://www.unomaha.edu/college-of-communication-fi Email : swilson@unomaha.edu Fax : 1-402-554-3836 Dr. Sherrie Wilson	N	0
79	UNL Institute of Agriculture & Natural Resources AGH 202 Lincoln, Nebraska 68583 Phone : 402-472-0615 Email : spegg2@unl.edu Sue Ellen Pegg	Y	0
80	Urban League Family Resource Center 3040 Lake Street Omaha, Nebraska 68111 Phone : 402-453-9730 Url : http://www.urbanleagueneb.org Email : rozalyn.bredow@urbanleagueneb.org Rozalyn Berdow	N	0
81	Wayne State College Career Services 1111 Main St Wayne, Nebraska 68787 Phone : 402-375-7425 Jason Barelman Manual Posting	Y	0
82	Western Nebraska Community College Career Center 1601 E. 27th Street Scottsbluff, Nebraska 69361 Phone : 308-635-6112 Url : https://www.wncc.edu/student-life/student-services Email : bonuchim@wncc.edu Molly Bonuchi	N	0
83	York College Career Center 1125 E. 8th Street York, Nebraska 68467 Phone : 402-363-5600 Url : https://www.york.edu Email : campuslife@york.edu Catherine Seufferlein	N	0

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TOTAL INTERVIEWS OVER REPORTING PERIOD:			42

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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	3/1/2017	Participation in scholarship programs	The stations participated in the Nebraska Broadcasters Association program for 2017. We were actively involved in the contribution of funds to setup this scholarship fund, the two month promotion of the program, and the review and judging of applications for the scholarship program. Two \$1,500 scholarships were awarded for 2017.	4	General Manager Regional Business Manager Operations Manager Traffic Manager	1.00
2	3/7/2017	Participation in events or programs sponsored by educational institutions	The General Manager, the Executive Director of the Nebraska Broadcasters Association, and other Lincoln based company representatives spoke to a Broadcasting class at UNL about opportunities/careers in radio/other sales.	1	General Manager	0.25
3	10/10/2017	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.	4	General Manager Operations Manager Director of Sales Regional Business Manager	1.00
4	11/28/2017	Participation in events or programs sponsored by educational institutions	The General Manager, the Executive Director of the Nebraska Broadcasters Association, and other Lincoln based company representatives spoke to a Broadcasting class at UNL about opportunities/careers in radio/other sales.	1	General Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.50