

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**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
Anchor Reporter	2-6, 8, 10, 13-27, 29-33, 35-37, 39-45, 47-50	20
TV News Reporter	1-4, 6, 8, 10, 13-15, 19, 21-25, 27, 29- 30, 33, 35-37, 40-45, 47-50	15
Digital Marketing Coordinator	2-4, 6, 10-11, 14-15, 19, 21-25, 27, 30, 33, 35-37, 40-45, 47-50	11
TV Production	2-3, 6-7, 9-10, 12, 14, 21-23, 25, 27, 30, 33, 35-37, 40-45, 47-50	12
TV Production	2-3, 6-7, 9-10, 12, 14, 21-23, 25, 27, 30, 33, 35-37, 40-45, 47-50	9
Creative Services Video Producer	2-3, 6, 10, 14-15, 21-25, 27, 30, 33, 35- 37, 40-45, 47-50	15
Radio News Anchor	2-3, 6, 10, 14, 20-25, 27-28, 30, 33, 35- 37, 40-45, 47-50	28
Radio News Anchor	2-3, 6, 10, 14, 20-25, 27-28, 30, 33, 35- 37, 40-45, 47-50	20
On-Air, Promotions	9, 12, 15, 18, 24, 34, 38, 46	38
On-Air, Promotions	9, 12, 15, 18, 24, 34, 38, 46	46

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**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	Application already on file	N	1
2	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 Glenda Heath	N	0
3	Central Community College 4500 63rd Street Columbus, Nebraska 68601 Phone : 402 562-1210 Url : <a href="http://www.cccneb.edu">http://www.cccneb.edu</a> Email : lhastreiter@cccneb.edu Lora Hastreiter	N	0
4	Columbus Chamber of Commerce 764 33rd Avenue Columbus, Nebraska 68601 Phone : 402-564-2769 Url : <a href="http://www.thecolumbuspage.com">http://www.thecolumbuspage.com</a> Email : chamber@megavision.com Fax : 1-402-564-2026 K.C. Belitz	N	0
5	Columbus News Team - NCN 48 1363 26th Ave Columbus, Nebraska 68601 Phone : 402-562-5548 Url : <a href="http://columbusnewsteam.com/">http://columbusnewsteam.com/</a> Christina Sirek Manual Posting	N	0
6	Concordia University 800 N. Columbus Avenue Seward, Nebraska 68434 Phone : 402-643-7226 Url : <a href="http://www.cune.edu">http://www.cune.edu</a> Email : corey.gray@cune.edu Corey Gray	N	0
7	Current Employee/Internal Promotion	N	1

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Doane College 1014 Boswell Ave Crete, Nebraska 68333 Phone : 402-826-8572 Url : <a href="http://www.doane.edu">http://www.doane.edu</a> Fax : 1-402-826-8278 Chris Jones	N	0
9	Employee Referral	N	2
10	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : <a href="mailto:bivey@envoyinc.com">bivey@envoyinc.com</a> Barb Ivey	N	0
11	Facebook post	N	1
12	Former Employee	N	2
13	Handshake Career Services 225 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-8992 Url : <a href="https://careers.unl.edu/handshake#employers">https://careers.unl.edu/handshake#employers</a> Kris Scanlon Manual Posting	N	0
14	Hastings College Career Services P.O. Box 269 Hastings, Nebraska 68902 Phone : 402-461-7387 Email : <a href="mailto:kgraviette@hastings.edu">kgraviette@hastings.edu</a> Kimberly Graviette	N	0
15	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78731 Url : <a href="http://www.indeed.com/">http://www.indeed.com/</a> Mary Ellen Dugan Manual Posting	N	6
16	Indeed.com	N	6

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	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
18	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
19	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
20	Linked In	N	5
21	Mid Plains Community College 1101 Halligan Drive North Platte, Nebraska 69101 Phone : 308.535.3619 Url : http://www.mpcc.edu Email : careerservices@mpcc.edu Fax : 1-308-534-5767 Career Services	N	0
22	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

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
23	Mount Marty College 1105 W. 8th Street Yankton, South Dakota 57078 Phone : 605-668-1363 Url : <a href="http://www.mtmc.edu">http://www.mtmc.edu</a> Email : keley.smith-keller@mtmc.edu Keley Smith-Keller	N	0
24	Nebraska Broadcasters Association 11414 West Center Road Suite 342 Omaha, Nebraska 68144 Phone : 4029335995 Url : <a href="http://www.ne-ba.org">www.ne-ba.org</a> Jim Timm Manual Posting	N	0
25	Nebraska Department of Labor 105 Norfolk Avenue Norfolk, Nebraska 68701 Phone : 402-370-4293 Url : <a href="http://www.dol.nebraska.gov">http://www.dol.nebraska.gov</a> Email : becky.maggart@nebraska.gov Becky Maggart	N	0
26	Nebraska Dept. Vocational Rehab. 1212 Benjamin Avenue Norfolk, Nebraska 68701 Phone : 402-370-3200 Url : <a href="http://www.vocrehab.state.ne.us/offices/norfolk.html">http://www.vocrehab.state.ne.us/offices/norfolk.html</a> Email : brigid.griffin@nebraska.gov Brigid Griffin	N	0
27	Neligh Chamber of Commerce P.O. Box 266 Neligh, Nebraska 68756 Phone : 402-887-4447 Url : <a href="http://www.neligh.net">http://www.neligh.net</a> Email : nelighchamberofcommerce@gmail.com Melissa Smith	N	0
28	Non-Employee Referral	N	1
29	Norfolk Now 609 W. Norfolk Ave. Norfolk, Nebraska 68701 Phone : 402-371-4862 Url : <a href="http://www.norfolknow.org/">http://www.norfolknow.org/</a> Amanda Barfuss Manual Posting	N	0

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	Northeast Community College 801 E. Benjamin Ave. Norfolk, Nebraska 68701 Phone : 402-844-7263 Url : <a href="http://www.northeast.edu">http://www.northeast.edu</a> Email : <a href="mailto:terrih@northeast.edu">terrih@northeast.edu</a> Terri Heggemeyer	N	0
31	Omaha Creative Institue 10850 Emmet St Omaha, Nebraska 68164 Phone : 402-898-1000 Url : <a href="https://www.creativecenter.edu/TCC14/">https://www.creativecenter.edu/TCC14/</a> Email : <a href="mailto:placement@creativecenter.edu">placement@creativecenter.edu</a> Creative Center Career Services	N	0
32	Peru State College Po Box 10 Peru, Nebraska 68421 Phone : 402-872-2280 Email : <a href="mailto:ehorn@oakmail.peru.edu">ehorn@oakmail.peru.edu</a> Elaine Horn	N	0
33	Pierce Chamber of Commerce P.O. Box 82 Pierce, Nebraska 68767 Url : <a href="http://www.ptcnet.net/pierce/community/chamber.htm">http://www.ptcnet.net/pierce/community/chamber.htm</a> Email : <a href="mailto:cityadm@ptcnet.net">cityadm@ptcnet.net</a> Career Services	N	0
34	Radio Ink 331 SE Mizner Blvd. Boca Raton, , Florida 33432 Url : <a href="https://radioink.com/contact-us/">https://radioink.com/contact-us/</a> Ed Ryan	N	2
35	Schulyer Chamber of Commerce 1107 B Street Schuyler, Nebraska 68661 Phone : 402-352-5472 Url : <a href="http://www.schuylernebraska.net/chamber.asp">http://www.schuylernebraska.net/chamber.asp</a> Email : <a href="mailto:schuylerchamber@gmail.com">schuylerchamber@gmail.com</a> Lora Johnson	N	0

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
36	Siouxland Chamber of Commerce 101 Pierce Street Sioux City, Iowa 51101 Phone : 712-255-7903 Url : <a href="http://www.siouxlandchamber.com">http://www.siouxlandchamber.com</a> Email : <a href="mailto:chamber@siouxlandchamber.com">chamber@siouxlandchamber.com</a> Mary Koster	N	0
37	Southeast Community College 4771 W. Scott Road Beatrice, Nebraska 68610 Phone : 402-228-8216 Url : <a href="http://www.southeast.edu">http://www.southeast.edu</a> Email : <a href="mailto:placement@southeast.edu">placement@southeast.edu</a> Fax : 1-402-228-2218 Shirley Huttenmaier	N	0
38	Station On-Air Advertisement	N	1
39	University of Nebraska - Kearney 905 W. 25th Street Kearney, Nebraska 68845 Phone : 308-865-8501 Url : <a href="http://www.unk.edu">http://www.unk.edu</a> Email : <a href="mailto:daakem@unk.edu">daakem@unk.edu</a> Fax : 1-308-865-8882 Mary Daake	N	0
40	University of Nebraska - Lincoln 115 ANDN Lincoln, Nebraska 68588 Phone : 4024728992 Url : <a href="http://www.unl.edu">http://www.unl.edu</a> Email : <a href="mailto:kscanlon2@unl.edu">kscanlon2@unl.edu</a> Kris Scanlon	N	0
41	UNL - College of Journalism 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Email : <a href="mailto:ralloway1@unl.edu">ralloway1@unl.edu</a> Fax : 1-402-472-8403 Rick Alloway	N	0

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**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
42	Unviersity of South Dakota 414 E. Clark Street Vermillion, South Dakota 57069 Phone : 605-677-5201 Url : <a href="http://www.usd.edu">http://www.usd.edu</a> Email : <a href="mailto:Mandy.J.Hanson@usd.edu">Mandy.J.Hanson@usd.edu</a> Fax : 1-605-677-5058 Mandy Hanson	N	0
43	Wayne Chamber of Commerce 108 W. 3rd Street Wayne, Nebraska 68787 Phone : 402-375-2240 Url : <a href="http://www.waynetworks.org">http://www.waynetworks.org</a> Email : <a href="mailto:ifletcher@waynetworks.org">ifletcher@waynetworks.org</a> Fax : 1-402-375-2246 Irene Fletcher	N	0
44	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7425 Url : <a href="http://www.wsc.edu">http://www.wsc.edu</a> Email : <a href="mailto:careerservices@wsc.edu">careerservices@wsc.edu</a> Fax : 1-402-375-7072 Jason Barelman	N	0
45	West Point Chamber of Commerce 200 Anna Stalp Avenue West Point, Nebraska 68788 Phone : 402-372-2981 Url : <a href="http://www.westpointchamber.com">http://www.westpointchamber.com</a> Email : <a href="mailto:info@westpointchamber.com">info@westpointchamber.com</a> Fax : 1-402-372-1105 Tina Biteghe Bi Ndong	N	0
46	Word of Mouth Referral	N	1
47	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0



**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
48	Yankton College 1801 Summit Street Yankton, Nebraska 57078 Phone : 605-665-3661 Url : <a href="http://www.yanktoncollege.edu">http://www.yanktoncollege.edu</a> Email : <a href="mailto:jan@yanktoncollege.org">jan@yanktoncollege.org</a> Janelle Garrity	N	0
49	York College 1125 E. 8th Street York, Nebraska 68467 Phone : 402-363-5600 Url : <a href="http://www.york.edu">http://www.york.edu</a> Email : <a href="mailto:develop@york.edu">develop@york.edu</a> Alumni Office	N	0
50	York College 1125 East 8th Street York, Nebraska 68467 Phone : 402-363-5675 Url : <a href="http://www.york.edu">www.york.edu</a> Email : <a href="mailto:tlwyatt@york.edu">tlwyatt@york.edu</a> Fax : 1-402-636-5623 Tracey Wyatt	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>29</b>

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/10/2021	Provision of training to personnel of unaffiliated non-profit organizations	I am working with a student from Wayne High that is interested in Videography. I was wondering if it would be possible to set up a zoom shadow with him to talk to one of your media folks. I meet with the Wayne kids every second Wednesday of the month, and I meet with him at 9:30 am. They only have a half hour to meet, so it would be short. If this is something one of your people would be able to do, I could send a zoom link for 9:30am for March 10th.	2	Production Director Creative Services
2	3/24/2021	Provision of training to management	Staying on Top of you Broadcast FCC EEO Obligations	2	VP Sales HR
3	3/24/2021	Participation in Job Fairs	Wayne State College Meet the Employers Information Session Day	1	HR
4	4/6/2021	Participation in job banks, internet programs and other programs designed to promote outreach	Growing together career scholarship round table with Wayne State College	2	News Director Chief Marketing Officer
5	4/15/2021	Participation in events sponsored by organizations representing the community	Job Shadow- Radio Production	2	Program Director Production
6	10/5/2021	Hosting of Job Fair	Bilingual Career Fair	5	VP Sales Account Exectuve
7	1/31/2022	Participation in scholarship programs	Scored and submitted for NBA Scholarship candidates	1	GM