

KCRO, KOBM-AM, KOBM-FM
EEO PUBLIC FILE REPORT
February 1, 2020 - January 5, 2021

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
Sales and Marketing Consultant	1-3, 5-11, 13-27	18
Sales and Marketing Consultant	1-3, 5-11, 13-27	21
Sales and Marketing Consultant	1-3, 5-11, 13-27	6
Sales and Marketing Consultant	1-3, 5-11, 13-27	25
Sales and Marketing Consultant	1-3, 5-11, 13-27	23
Station Manager	4	4
Station Manager	4	4
Marketing Consultant	2-3, 6-15, 17, 20, 24	6
Marketing Consultant	2-3, 6-15, 17, 20, 24	12

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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 : 402 557-7423 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 Email : ralloway1@unl.edu Fax : 1-402-472-8403 Rick Alloway	N	0
3	College of St Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402 399-2366 Email : afernandez@csm.edu Angela Fernandez	N	0
4	Current Employee - Transfer/Promotion	N	2
5	Envoy 6901 Pacific St #102 Omaha, Nebraska 68106 Phone : 402 558-0637 Email : bortner@csm.edu Fax : 1-402-558-0972 Brooke Ortner	N	0
6	Indeed.com	N	2
7	Metropolitan Community College 835 N Broad St Fremont, Nebraska 68025 Phone : 402 721-2507 Email : thansen@mccneb.edu Todd Hansen	N	0
8	Midland University 900 North Clarkson Fremont, Nebraska 68025 Phone : 402 941-6471 Email : bottger@midlandu.edu Connie Bottger	N	0

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9	Nebraska Broadcasters Assn 12020 Shamrock Plaza Suite 200 Omaha, Nebraska 68154 Phone : 402 778-5178 Email : marty@ne-ba.org Fax : 1-402-778-5131 Marty Riemenschneider	N	0
10	Nebraska Service for Visually Impaired 1313 Farnam Omaha, Nebraska 68102 Phone : 402 575-2041 Email : nancy.flearl@nebraska.gov Fax : 1-402-595-1008 Nancy Flearl	N	0
11	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68508 Phone : 402 465-2414 Email : career @nebrwesleyan.edu Fax : 1-402-465-2109 Janelle Andreini	N	0
12	Non-Employee Referral	N	1
13	North Omaha Star Newspaper 2216 N 24th St Omaha, Nebraska 68111 Phone : 402 346-4041 Charlene Spencer Manual Posting	N	0
14	Northeast Community College PO Box 469 Norfolk, Nebraska 68702 Phone : 402 844-7400 Email : terrih@northeast.edu Fax : 1-402-844-7400 Terri Heggemeyer	N	0
15	Omaha Assoc of Black Journalists 27th & Douglas Sts Omaha, Nebraska 68131 Phone : 402 978-8960 Fax : 1-402-978-8931 Ben Gray	N	0

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16	Omaha Opportunities Industrialization Center 2724 N 24th St Omaha, Nebraska 68110 Phone : 402 457-4222 Email : torapatton@hotmail.com Fax : 1-402-475-6635 Tora Patton	N	0
17	Omaha World Herald 1314 Douglas Suite 600 Omaha, Nebraska 68131 Phone : 402 342-6633 Email : debbie.quaas@owh.com Debbie Quaas	N	0
18	On Air Recruitment Ad	N	1
19	Self Referral	N	1
20	University of Nebraska at Kearney 905 W 25th St Kearney, Nebraska 68849 Phone : 308 865-8501 Email : weedj@unk.edu Fax : 1-308-865-8882 Joni Weed	N	0
21	Unknown Referral Source	N	3
22	Vocation Rehabilitaion Services 1313 Farnam 3rd Flr Omaha, Nebraska 68102 Phone : 402 595-2146 Email : m-stayer@vocrhhab.state.ne.us Fax : 1-402-595-1125 Maey Stayer	N	0
23	Walk In/Self-Referral	N	1
24	Wayne State College 1111 Main St Wayne, Nebraska 68787 Phone : 402 375-7425 Email : careerservices@wsc.edu Fax : 1-402-375-7072 Career Services	N	0
25	Word of Mouth Referral	N	1

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26	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
27	YMCA-Transitions Program 222 S 29th St Omaha, Nebraska 68131 Phone : 402 345-6555 Email : ywtrans@uswest.net Fax : 1-402-345-0635 Beth Nimmo	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	Lead Your Legacy Conference	5	General Manager Marketing Consultant Marketing Consultant Marketing Consultant
2	Ongoing Event	Participation in other activities designed by the station employment unit	Professional Inside Sales Training Development	11	V.P./GM GM Marketing Rep Marketing Rep
3	Ongoing Event	Establishment of training programs for station personnel	Professional Inside Sales Training Development	5	V.P./GM Station Manager HR/Marketing Rep Marketing Rep
4	Ongoing Event	Establishment of training programs for station personnel	Professional Inside Sales Training Development	7	V.P./GM Marketing Rep Marketing Rep Marketing Rep
5	7/15/2020	Participation in Job Fairs	Drive Thru Job Fair	1	General Manager
6	Ongoing Event	Participation in other activities designed by the station employment unit	Professional Inside Sales Training Development	10	V.P./GM GM Marketing Rep Marketing Rep
7	Ongoing Event	Participation in scholarship programs	NBA EEO Scholarship Program	3	V.P./GM Station Manager HR Director