

KCRO, KOBM-AM, KOBM-FM
EEO PUBLIC FILE REPORT
February 1, 2022 - January 1, 2023

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	1-4, 7-11	2
Sales and Marketing Consultant	1-4, 7-11	4
Promotions & Digital Content Coordinator	1, 4, 6-8, 11	4
Digital Project Coordinator	1, 5, 7, 10-11	5

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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 Handshake Posting Manual Posting	N	0
2	Did not indicate (Source Unknown)	N	1
3	E-mail Inquiry	N	1
4	Employee Referral	N	2
5	Former Employee	N	1
6	Indeed Indeed.com Austin, Texas Online Posting Manual Posting	N	1
7	Kaplan University 5425 N 103rd St Omaha, Nebraska 68134 Phone : 402 431-6157 Email : rgiddings@kaplan.edu Fax : 1-402-431-6710 Bob Giddings	N	0
8	Nebraska Broadcasters Assn 11414 W. Center Rd., Suite 342 Omaha, Nebraska 68144 Email : jim@ne-ba.org Jim Timm	N	0
9	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

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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
10	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
11	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	Participation in scholarship programs	Take part annually in the Nebraska Broadcasters Scholarship selection.	3	President/General Manager General Manager
2	4/11/2022	Participation in Job Fairs	Nebraska Broadcasters Virtual Job Fair	3	President/General Manager General Manager
3	8/29/2022	Participation in events or programs sponsored by educational institutions	Back to Business Bash at Midland University looking for interns	2	General Manager Account Executive/On Air
4	9/19/2022	Establishment of a mentoring program	Operations employee sent to training for engineering.	1	Operations Manager
5	10/10/2022	Participation in Job Fairs	Nebraska Broadcasters Virtual Job Fair	3	President/General Manager General Manager Digital Marketing Director