

**KRVN-AM, KRVN-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Farm Director	1-6, 8, 10-12, 14-30	8
Morning Host 880 KRVN	1-7, 10-12, 14-30	7
KAWL-KTMX Station Manager	1-6, 10-12, 14-30	16
Director of Sales	1-7, 9-30	7

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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	All Access Group 20600 Stevens Creek Blvd Suite 264 Cupertino, California 95014 Phone : 408-257-6155 Url : <a href="http://www.allaccessgroup.com">http://www.allaccessgroup.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Joel Denver	N	4
2	Bellevue University 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Email : <a href="mailto:colleen.plasek@bellevue.edu">colleen.plasek@bellevue.edu</a> Fax : 1-402-557-5438 Colleen Plasek	N	0
3	Broadcast Media Placement 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Fax : 402-472-8403 Rick Alloway	N	0
4	Central Community College PO Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2580 Url : <a href="http://www.cccneb.edu">http://www.cccneb.edu</a> Email : <a href="mailto:jbrooks@cccneb.edu">jbrooks@cccneb.edu</a> John Brooks	N	0
5	College of St. Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : <a href="mailto:crc@esm.edu">crc@esm.edu</a> Fax : 1-402-399-2439 Lisa Crowder	N	0
6	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
7	Internal Posting	N	5
8	Interoffice Job Posting	N	1

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9	KAWL/KTMX Radio 1309 Road 11 York, Nebraska 68467 Phone : 402-362-4433 Url : <a href="http://www.1049maxcountry.com">www.1049maxcountry.com</a> Email : <a href="mailto:bleggett@ruralradio.com">bleggett@ruralradio.com</a> Brad Leggett	N	0
10	KNEB AM/FM Radio PO Box 960 Scottsbluff, Nebraska 69363 Phone : 308-632-7121 Url : <a href="http://www.kneb.com">http://www.kneb.com</a> Email : <a href="mailto:cschwartz@kneb.com">cschwartz@kneb.com</a> Chuck Schwartz	N	0
11	KRVN AM/FM Radio PO Box 880 Lexington, Nebraska 68850 Phone : 308-324-2371 Url : <a href="http://www.krvn.com">http://www.krvn.com</a> Email : <a href="mailto:tmarshall@krvn.com">tmarshall@krvn.com</a> Tim Marshall	N	0
12	KTIC AM/FM Radio PO Box 84 West Point, Nebraska 68788 Phone : 402-372-5423 Url : <a href="http://www.kticradio.com">http://www.kticradio.com</a> Email : <a href="mailto:dlane@kticradio.com">dlane@kticradio.com</a> Dwight Lane	N	0
13	Lexington Clipper-Herald PO Box 599 Lexington, Nebraska 68850 Phone : 308-324-5511 Url : <a href="http://www.lexch.com">http://www.lexch.com</a> Carol Meyer Manual Posting	N	0
14	National Association of Farm Broadcasters PO Box 500 Platte City, Missouri 64079 Phone : 816-431-4066 Url : <a href="http://www.nafb.com">http://www.nafb.com</a> Email : <a href="mailto:info@nafb.com">info@nafb.com</a> Tom Brand	N	1

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15	Native American Public Telecommunications P.O. Box 83111 - 1800 No 33 St. Lincoln, Nebraska 68501 Phone : (402) 472-3522 Url : www.nativetelecom.org Email : native@unl.edu Frank Blythe	N	0
16	Nebraska Broadcasters Association 12020 Shamrock Omaha, Nebraska 68154 Phone : 402-778-5178 Url : http://www.ne-ba.org Email : jim@ne-ba.org Jim Timm	N	5
17	Nebraska Service for Visually Impaired 1313 Farnam Omaha, Nebraska 68102 Phone : 402-595-2041 Fax : 402-595-1008 Director of Placement	N	0
18	Nebraska Wesleyan University 5000 St. Paul Ave. Lincoln, Nebraska 68508 Phone : 402-465-2217 Email : career@nebrwesleyan.edu Fax : 1-402-465-2179 Geri Cotter	N	0
19	Nebraska Workforce Development 5717 F Street Omaha, Nebraska 68117 Phone : 402-595-3009 Url : www.nebraskaworkforce.com Email : ndol.omahawfd@nebraska.gov Fax : 1-402-595-2701 Peggy Kotschwar	N	0
20	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7263 Fax : 402-844-7400 RoseAnn Rogers	N	0

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21	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0
22	Omaha Opportunities Industrialization Center 2724 N. 24th St. Omaha, Nebraska 68110 Phone : 402-457-4222 Fax : 402-457-6635 Director of Placement	N	0
23	Univ. of Neraska at Kearney Kearney, Nebraska 68849 Phone : 308-865-8501 Fax : 308-865-8882 Director of Placement	N	0
24	University of Nebraska at Kearney 905 West 25th Street Kearney, Nebraska 68849 Phone : 308-865-8412 Url : <a href="http://www.unk.edu">http://www.unk.edu</a> Email : <a href="mailto:hansonre@unk.edu">hansonre@unk.edu</a> Ralph Hanson	N	0
25	University of Nebraska Lincoln 202 Anderson Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Url : <a href="http://www.unl.edu">http://www.unl.edu</a> Email : <a href="mailto:ralloway1@unl.edu">ralloway1@unl.edu</a> Rick Alloway	N	0
26	Vocation Rehabilitation Services 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2146 Email : <a href="mailto:m-stayer@vocrhhab.state.ne.us">m-stayer@vocrhhab.state.ne.us</a> Fax : 402-595-1125 Maey Stayer	N	0

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27	Wayne State College 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7527 Email : coop@wsc.edu Fax : 1-402-375-7072 Career Services	N	0
28	Wisconsinhasjobs.com 118 South 19th Street suite 1A Omaha Omaha, Nebraska 68102 Phone : NA Url : www.wisconsinhasjobs.com Email : sherry@omaha.org Sherry Beglin	N	0
29	YMCA-Transitions Program 222 S. 29th St. Omaha, Nebraska Phone : 402-345-6555 Email : ywtrans@uswest.net Beth Nimmo, Coord.	N	0
30	YWCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 402-345-0635 Beth Nimmo, Coord.	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>16</b>

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**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>	<b>Points</b>
1	2/1/2015	Participation in job banks, internet programs and other programs designed to promote outreach	KRVN AM and KRVN FM run outreach employment announcements on air.	1	Operations Manager	1.00
2	2/11/2015	Participation in events or programs sponsored by educational institutions	Participated in Lexington Sophomore Career Day at Lexington High School.	1	Digital Media Specialist	0.25
3	2/28/2015	Participation in scholarship programs	Two \$1,500 scholarships given by the Nebraska Broadcasters Association in 2015 to University/College broadcasting students.	2	General Manager Station Manager	1.00
4	3/18/2015	Participation in events or programs sponsored by educational institutions	Dawson County Career Fair	2	Operations Manager Promotions Director	0.25
5	5/26/2015	Establishment of an intern program designed to assist members of the community	Internship of a college student, Bryce Doeschot, during the summer of 2015.	1	Station Manager Farm Director	1.00
6	8/11/2015	Provision of training to management	Attended a seminar sponsored by Nebraska Broadcasters Association designed to provide training to management level personnel on EEO regulations.	4	Manager Executive Assistant Director of Accounting Controller	1.00
7	8/12/2015	Participation in scholarship programs	KRVN Ag Communications Scholarship is given annually to a "candidate majoring in Ag Journalism, Department of Agricultural Leadership Education and Communication CASNR, IANR, University of Nebraska-Lincoln.	1	General Manager	1.00
8	8/12/2015	Participation in scholarship programs	Max Brown Memorial Scholarship given annually to a "candidate majoring in Broadcasting in the College of Journalism and Mass Communications, University of Nebraska-Lincoln."	1	General Manager	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>6.50</b>