

KNEB-AM, KNEB-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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Farm Director	1-5	4

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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	KNEB AM/FM Radio PO Box 960 Scottsbluff, Nebraska 69363 Phone : 308-632-7121 Url : http://www.kneb.com Email : cschwartz@kneb.com Chuck Schwartz	N	1
2	KRVN AM/FM Radio PO Box 880 Lexington, Nebraska 68850 Phone : 308-324-2371 Url : http://www.krvn.com Email : tmarshall@krvn.com Tim Marshall	N	1
3	KTIC AM/FM Radio PO Box 84 West Point, Nebraska 68788 Phone : 402-372-5423 Url : http://www.kticradio.com Email : dlane@kticradio.com Dwight Lane	N	0
4	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	1
5	Twin Cities Development 1620 Broadway Scottsbluff, Nebraska 69361 Phone : 308-632-2833 Url : http://www.wehavejobs.net Email : twincitiesjobs@tcdne.org Darla Heggem	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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	3/19/2015	Participation in Job Fairs	Chuck Schwartz, Station Manager, participated in the job fair on Thursday, March 19, 2015, from 3:00 to 7:00 pm, at the Harms Advanced Technology Center in Scottsbluff. Over 35 employers participated in the job fair.	1	Station Manager
2	3/27/2015	Establishment of an intern program designed to assist members of the community	KNEB worked with Jennifer Pedersen at WNCC to establish an internship with a WNCC student from 1/5/15 to 3/27/15. Student worked on air with Bill Boyer and Nik Chizek for 2 hours every day and also worked with entire staff to develop understanding of radio station operations.	2	Director of Programming & Operations Morning Show Producer
3	4/8/2015	Participation in Job Fairs	Chuck Schwartz participated in the Job Fair at Eastern Wyoming College in Torrington, Wyoming.	1	Station Manager
4	4/24/2015	Participation in scholarship programs	KNEB participated in the Nebraska Broadcasters Association's annual Scholarship program, including airing commercials, promoting the scholarship on our website.	1	Director of Programming & Operations
5	8/11/2015	Provision of training to management	Chuck Schwartz, Station Manager, and Craig Larson, General Manager, attended the EEO Management Workshop: "Hot Topics in Employment Law" with Tara Stingley at the Nebraska Broadcasters Association Annual Convention in Omaha, Nebraska on Tuesday, August 11th, 2015 from 1:30pm to 3:30pm.	2	Station Manager General Manager