

FCC EEO-KVNO

Required information placed in on-line public inspection file and on KVNO's website.

Full time positions filled January 22, 2023 - January 21, 2024

One full time position was filled in 2023. Please reference the 2024 Annual EEO Public File Report for details.

Prong 3 from January 22, 2022 to January 21, 2024 Outreach and Recruitment – 2 initiatives within a two-year period

Initiative 1

Establishment of an internship program designed to assist members of our community in acquiring the skills that are necessary for employment in radio broadcasting.

KVNO has an established internship and student worker program that provides UNO students the opportunity to learn skills needed for employment in the broadcast industry. Qualified student applicants could work in membership/development, fundraising and underwriting, on-air announcing, audio production editing, music library management, broadcast news and arts reporting. Internships generally last for one semester but can be renewed or extended at the discretion of KVNO management. We currently have three student workers who are employed at KVNO.

Initiative 2

When speaking to a group or giving a tour of the studio, KVNO Managers take the opportunity to include the following: “The University of Nebraska at Omaha and KVNO are equal opportunity employers. Job opportunities at KVNO are posted on KVNO’s website. Please visit KVNO.org for information.

KVNO typically participates in events with interested civic organizations and individuals in the community. During these events, participants are notified that KVNO is an equal opportunity employer, and anyone interested in employment at KVNO will find open jobs posted on our website or on the University Employment website. When speaking to local community groups, KVNO staff members are instructed to include a mention that KVNO is an equal employment opportunity employer and all job vacancies at KVNO are posted on our website or on the university employment website. KVNO also has a portable display booth that we set up at concert events, art fairs, performance venues, etc., and employment and EEO information is posted on the display. KVNO was unable to visit schools to present our Classical Kids honorees with their certificates and scholarships in 2023. However, we did record interviews with each of them and mailed their certificates and scholarships. Our Classical Kids Showcase was cancelled (originally scheduled January 13, 2014) due to the extreme weather conditions in the Omaha metro and concern for the safety of all those involved. We plan to launch an online Classical Kids Showcase in the near future.

Classical Kid interviews were held as follows:

DATE	IN PERSON	VIRTUAL
January 6, 2023	X	
February 13, 2023	X	
March 8, 2023	X	
April 3, 2023	X	
May 5, 2023	X	
May 31, 2023	X	
July 12, 2023	X	
August 10, 2023		X
September 14, 2023	X	
October 5, 2023	X	
November 7, 2023	X	
November 28, 2023	X	

KVNO Station Manager gave a tour of the studio, music library and recording studio followed by Q & A with each Classical Kid and parent.

Tours, Speaking Engagements, Midday Mixtape Recording Sessions, Marketing/Development Tables:

January 28, 2023

Marketing/Development table at Symphony Concert (The Music of John Williams).

January 30, 2023

Station tour and recording session (Midday Mixtape)

February 1, 2023

KVNO's Development Director attended/presented a job fair for 2nd graders at Seymour Elementary in Ralston, NE. He explained broadcasting and public radio to approximately 55 elementary students.

March 9, 2023

Station tour and recording session (Midday Mixtape)

March 12, 2023

Marketing/Development table at Symphony Concert (Folklorico)

March 14, 2023

Station tour and meeting with donors

March 15, 2023

Station tour and recording session (Midday Mixtape)

April 1, 2023

Marketing/Development table at Symphony Concert (Music of Led Zeppelin)

April 3, 2023
Station tour for accountant in UNO's Controller's Office

April 11, 2023
Marketing/Development table at Marion Marsh Brown Writers Lecture Series at Baxter Arena. The fifth annual lecture series featured James and Susan Patterson with their new book *Things I Wish I Told My Mother*.

April 12, 2023
Station tour and recording session (Midday Mixtape)

April 19, 2023
Station tour and recording session (Midday Mixtape)

April 21, 2023
Marketing/Development table at Film Streams Event (Chevalier)

April 25, 2023
Station tour for UNO Controller, Asst. Controller, and Financial Accountant.

April 29, 2023
Marketing/Development table at Symphony Concert (Bernstein, Ravel, & Tchaikovsky)

May 11, 2023
Station tour and recording session (Midday Mixtape)

May 12, 2023
Station tour and recording session (Midday Mixtape)

May 15, 2023
KVNO Asst. GM conducted a tour with a donor.

May 17, 2023
Station tour and recording session (Midday Mixtape)

May 23, 2023
Station tour and recording session (Midday Mixtape) with several Opera Omaha guests, including new General Director, Allison Swenson

May 30, 2023
Station tour and recording session (Midday Mixtape)

June 7, 2023
Station tour and recording session (Midday Mixtape) with Tom Becka

June 12, 2023
Station tour and recording session (Midday Mixtape)

June 15, 2023
Station tour and recording session (Midday Mixtape)

June 21, 2023

Station tour and recording session (Midday Mixtape)

June 29, 2023

Station tour and recording session (Midday Mixtape)

July 6, 2023

Station tour for donor

July 20, 2023

KVNO GM spoke at the Omaha Press Club on the history of KVNO.

July 21, 2023

Station tour and recording session (Midday Mixtape) with Chancellor Li

August 4, 2023

Marketing/Development table at Crossroads Music Festival

August 24, 2023

Station tour and recording session (Midday Mixtape) with Opera Omaha's
Director of Music

August 25, 2023

Ambassador meeting/brunch

September 8, 2023

Marketing/Development table at Opera Outdoors

September 14, 2023

KVNO News Director conducted a tour (recording and on-air studios and second floor offices) with a recent UNO graduate interested in learning about the operations of the station and the day-to-day work.

September 15, 2023

Marti Epstein station tour and recording session (Midday Mixtape)

September 17, 2023

KVNO GM appeared on the KIOS radio program entitled "Lives".

September 23, 2023

Marketing/Development Table at Symphony Concert (Ax Plays Mozart)

September 27, 2023

Station tour and recording session (Midday Mixtape) with KVNO underwriter

September 28, 2023

Station tour and recording session (Midday Mixtape)

October 11, 2023

Station tour and recording session (Midday Mixtape) with Gary Thor Wedow
(Opera Omaha)

October 27, 2023

Marketing/Development Table at Opera Omaha (Don Pasquale)

November 2, 2023

KVNO Event (An Intimate Evening with Bill McGlaughlin & Karrin Allyson) held at Strauss Performing Arts Center on the University of Nebraska Omaha campus.

November 12, 2023

Marketing/Development Table at Symphony Concert (Choral Collaborative)

November 19, 2023

Marketing/Development Table at Voices of Omaha (Handel's Messiah)

November 30, 2023

Station tour for donors

December 1, 2023

Marketing/Development Table at Omaha Symphonic Chorus (Christmas at the Cathedral)

December 3, 2023

Marketing/Development Table at Omaha Symphonic Chorus (Christmas at the Cathedral)

December 12, 2023

Station tour for donor and KVNO Ambassador

December 15, 2023

Station tour for donor

January 11, 2024

Station tour and meeting with prospective underwriter

January 21, 2024

Marketing/Development Table at Symphony Concert (Revolution: The Music of the Beatles)

Initiative 3

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

All KVNO Managers and other full-time staff employees are eligible for college tuition reimbursement and are encouraged to further their education to broaden their horizons, learn new skills, update old skills, and be in a better position for job advancement opportunities when they arise. Many staff members have taken advantage of this opportunity. All are encouraged to do so.

KVNO's Development Associate is taking online Business Analytics courses through the University of Nebraska Lincoln.

KVNO's Station Manager (Asst. General Manager) attended the following: 1) A webinar entitled "Take Another Listen to Classical Radio" from Public Radio

Program Directors Association on April 28, 2023. This presentation focused on how diversity in programming helps build and serve a more diverse audience. 2) "What AI Means for Radio" from Greater Public Media on May 17, 2023. This webinar focused on how AI tools can help public radio stations work more efficiently.

KVNO's General Manager attended the following: 1) Nebraska Broadcasters Association annual conference on August 8-9, 2023. The conference dealt with marketing for radio, legal topics of interest to broadcasters, and management topics. 2) The Public Radio Program Director's Conference was held September 18-22, 2023, in Philadelphia. KVNO's General Manager served as a panelist for a session entitled "Diversity in Classical Music Programming" during the conference. Other sessions focused on on-air fundraising, programming, marketing topics and news.

KVNO's Development Director attended the Public Media Development and Marketing Conference (PMDMC) in Atlanta, Georgia from July 11-14, 2023. While the focus of the conference is broad (marketing and fundraising), his sessions involved leadership, major gift acquisition, and legacy gift planning.

KVNO's Operations Manager attended the Engineering Academy presented to the Kansas, Nebraska, Missouri, and Iowa State Broadcast Associations on November 15, 2023. This seminar was presented by Larry Wilkins, Director of the Alabama Broadcasters Association's Engineering Academy. Various engineering and station operation topics were covered.

KVNO's Development Associate attended: 1) Digital Ads for Fundraising: Basics and Beyond twice weekly via Zoom from June 7, 2023 through July 7, 2023. This was a "five-week, virtual cohort-based intensive training program taught by M+R staff experts that paired virtual classroom sessions with project-based learning. This cohort is for fundraising professionals who simply manage ads on social media, or who work with an agency or internal partner on digital revenue growth." 2) Public Media Marketing and Development Conference (PMDMC) hosted by Greater Public in Atlanta, Georgia from July 11-13, 2023. This was an industry-wide conference with professional development and networking on fundraising, corporate support, and marketing. 3) Fundraising Palooza hosted by the Nonprofit Association of the Midlands in Omaha, NE on July 19, 2023. This was a single day conference for non-profit fundraisers throughout Nebraska.

KVNO's Marketing Manager attended: 1) The On Brand 2023 Conference held at Creighton University on July 13, 2023. The conference was designed to help marketers reach their targeted audience through social media and email campaigns. Attended break out discussions about AI tools, email newsletters, and engaging with a small but loyal audience. 2) Greater Public Roundtable – Are AI and Localism in Tension? This roundtable was held October 30, 2023 on Zoom. Connected with other employees of public radio and television stations to discuss whether or not AI is damaging for our local angle. Learned more about how other stations are effectively using AI and how to better implement the use of it. 3) Hubspot Email Marketing Training.

KVNO's Business Manager attended virtual seminars and training programs related to business and accounting practices at UNO, including SAP Report Training via Zoom on February 2, 2023; Performance Evaluations (Upcoming Changes) via Zoom on April 18, 2023; UNO Fiscal Year End Presentation on May 16, 2022; NUFFO-Electronic Payment & Transfer Request Launch Training via Zoom on November 9, 2023; and Business Intelligence (BI) System Training via Zoom on November 15, 2023. The KVNO Business Manager also

participated in the following Corporation for Public Broadcasting Webinars: CSG Requirements and Resources on September 7, 2023; Intro to Financial Reporting on September 27, 2023; What is NFFS? on October 4, 2023; Radio CSG Agreement & Certification of Eligibility on November 1, 2023; and Completing The Station Activity Survey (all sections of the SAS for both Radio and TV) on January 25, 2024.

All full-time staff at the University of Nebraska at Omaha (UNO) are encouraged to participate in the Bridge Learning courses that are offered on campus in conjunction with UNMC.

KVNO management makes every effort to modify employee work schedules to accommodate and promote the furthering of our employees' education. KVNO managers also attend offsite, onsite, and online training seminars that are related to their area of expertise and to gain knowledge in related areas that benefit the organization at large.

Initiative 4

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

All KVNO employees have earned certification as having completed the UNO-Report=Support! Faculty/Staff Sexual Misconduct Prevention and Response Training provided by UNO's Office of Diversity, Equity, Access and Inclusion. All KVNO student workers have completed the UNO – U Got This! Undergraduate Sexual Misconduct Prevention and Response.

The Corporation for Public Broadcasting requires (relative to our yearly grant) all KVNO staff members (full and part-time), student workers and unpaid interns to have earned certification as having completed their Harassment and Bias Prevention Training.

KVNO managers are encouraged to attend meetings and seminars on campus that are sponsored by the university on issues relating to updated Title IX enforcement provisions, identifying, and eliminating discrimination of all kinds in the workplace, as well as issues related to workplace/domestic violence and regulatory updates relative to the Americans with Disabilities Act.

Supervisory Training has been incorporated into the Bridge Learning courses that are now offered on campus in conjunction with UNMC. Examples include Corrective Action Plans, Coaching for Leaders, Legal Aspects of Management, Reality-based Leadership, and Performance Management.

The University of Nebraska at Omaha and Classical 90.7 KVNO are Equal Opportunity employers. Job opportunities at Classical 90.7 KVNO, when available, will appear on this website. To apply for an available position at Classical 90.7 KVNO, you must use the University of Nebraska at Omaha Human Resources website.