

KRVN-AM, KRVN-FM, KAMI, KUVR
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
Account Executive	1, 4-12, 14, 17-20	4
Accounting Bookkeeper	1-2, 5-12, 14, 17-20	12
Traffic Director	1, 4-12, 14-15, 17-20	4
KRVN On-Air Host	1, 3, 5-8, 10-14, 16-20	3

KRVN-AM, KRVN-FM, KAMI, KUVR**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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 : http://www.allaccessgroup.com Email : jdenver@allaccess.com Joel Denver	N	0
2	Current Employee	N	1
3	Current Employee/Internal Promotion	N	1
4	Employee Referral	N	2
5	KAWL/KTMX Radio 1309 Road 11 York, Nebraska 68467 Phone : 402-362-4433 Url : www.1049maxcountry.com Email : ajacobsen@ruralradio.com Anthony Jacobsen	N	0
6	KNEB AM/FM Radio PO Box 960 Scottsbluff, Nebraska 69363 Phone : 308-632-7121 Url : http://www.kneb.com Email : bboyer@kneb.com Bill Boyer	N	0
7	KRVN AM/FM Radio PO Box 880 Lexington, Nebraska 68850 Phone : 308-324-2371 Url : http://www.krvn.com Email : amy@krvn.com Amy Biehl-Owens	N	0
8	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

KRVN-AM, KRVN-FM, KAMI, KUVR**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Lexington Clipper-Herald PO Box 599 Lexington, Nebraska 68850 Phone : 308-324-5511 Url : http://www.lexch.com Carol Meyer Manual Posting	N	0
10	National Association of Farm Broadcasters PO Box 500 Platte City, Missouri 64079 Phone : 816-431-4066 Url : http://www.nafb.com Email : info@nafb.com Tom Brand	N	0
11	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	0
12	Nebraska Department of Labor 1501 Plum Creek Parkway, Suite 3 Lexington, Nebraska 68850 Phone : 308-324-4819 Url : networks.nebraska.gov Email : Keaton.Irwin@nebraska.gov Fax : 1-308-324-6320 Keaton Irwin	Y	1
13	Non-Employee Referral	N	2
14	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Email : Rharris@nwmissouri.edu Rod Harris	Y	0
15	On-Air Announcement (One or More SEU Stations)	N	1
16	Station On-Air Advertisement	N	1

KRVN-AM, KRVN-FM, KAMI, KUVR**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	University of Nebraska at Kearney 905 West 25th Street Kearney, Nebraska 68849 Phone : 308-865-8412 Url : http://www.unk.edu Email : hansonre@unk.edu Ralph Hanson	N	0
18	University of Nebraska at Omaha 6001 Dodge Street Omaha, Nebraska 68182 Phone : 402-554-3129 Email : jbrownlee@unomaha.edu Jodeane Brownlee	Y	0
19	University of Nebraska Lincoln 202 Anderson Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Url : http://www.unl.edu Email : ralloway1@unl.edu Rick Alloway	N	0
20	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

KRVN-AM, KRVN-FM, KAMI, KUVR**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/1/2023	Participation in scholarship programs	Promoted & reviewed scholarship applications - awarded two \$1,000.00 scholarships.	2	Amy Biehl-Owens Station Manager Tim Marshall CEO	1.00
2	2/6/2023	Participation in events or programs sponsored by educational institutions	Spoke to the University of Nebraska Kearney Sports Broadcasting class about his experience and expertise of sports broadcasting.	1	Jayson Jorgensen Sports Broadcaster	0.25
3	2/15/2023	Participation in events sponsored by organizations representing the community	Participated in the Dawson County Career Fair at the YMCA in Lexington to promote radio station careers	3	Ellen Simmons News announcer Beth Rogers Promotions Director Blair Caraway Sales Exec	0.25
4	3/31/2023	Participation in events or programs sponsored by educational institutions	Sponsored and staffed a booth at the Nebraska State FFA Career Fair in Lincoln Nebraska which was attended by over 6000 Nebraska FFA members	2	Beth Rogers Promotion Director Susan Littlefield Farm Director	0.25
5	4/12/2023	Participation in events or programs sponsored by educational institutions	Spoke to Senior high school students from Cozad, Nebraska about pursuing a career in the news/sports broadcasting field	1	Jayson Jorgensen Sports Broadcaster	0.25
6	7/17/2023	Participation in Job Fairs	Participated in the Nebraska Broadcasters Association Virtual Job Fair for the week of July 17, 2023	1	Gail Wightman Sales Manager	0.25
7	7/26/2023	Establishment of an intern program designed to assist members of the community	Summer College Intern - McCaslinn Brand	2	Amy Biehl-Owens Station Manager Gail Wightman Sales Manager	1.00
8	8/17/2023	Establishment of an intern program designed to assist members of the community	Summer College Intern - Helene Keiser	2	Amy Biehl-Owens Station Manager Gail Wightman Sales Manager	1.00

KRVN-AM, KRVN-FM, KAMI, KUVR**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
9	10/4/2023	Participation in events or programs sponsored by educational institutions	Spoke to 26 Intro to Agri-Business students at UNK about KRVN radio broadcasting, the job of a farm broadcaster and how we make an impact on information delivery for our farmers and ranchers	1	Susan Littlefield Farm Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						4.50