

**KHAS, KICS, KKPR, KLIQ, KXPB**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - February 1, 2024**

**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>
On -Air Morning Show -Ops Manager	18-19	18
TV MMJ Reporter	3-9, 16, 18-21, 24-26	18
Account Executive	1-17, 19-27	16

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	ACS Workforce Development 306 East 6th Street North Platte, Nebraska 69101 Phone : 308-535-6658 Fax : 1-308-535-8085 Apryl Pearce	N	0
2	Advance Services 1302 Riverside Blvd. Norfolk, Nebraska 68701 Phone : 402-379-9823` Email : rachels@advanceservices.com Fax : 1-402-379-2000 Rachel Stolp	Y	0
3	Broadcast Media Placement 147 Anderson Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Fax : 1-402-472-8403 Rick Alloway	N	0
4	Career and Employment Services; Central Community College 3134 W. Highway 34 Grand Island, Nebraska 68803 Phone : 308-398-7408 Email : gheath@cccneb.edu Fax : 1-308-398-7398 Glenda Heath	N	0
5	CCC - Columbus 4500 63rd St. P.O. Box 1027 Columbus, Nebraska 68602 Phone : 402-562-1210 Email : mbentz@cccneb.edu Fax : 1-402-562-1201 Michelle Bentz	Y	0
6	CCC - Grand Island 3134 W. Highway 34 P.O. Box 4903 Grand Island, Nebraska 68802 Phone : 308-398-7421 Email : vahlschwede@cccneb.edu Virginia Alschwede	Y	0

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7	CCC - Hastings East Highway 6 P.O. Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Email : rszlanda@cccneb.edu Fax : 1-402-461-2454 Ray Szlanda	Y	0
8	Central Community College 4500 63rd St. Columbus, Nebraska 68602 Phone : 402-562-1210 Email : kvogt@csc.edu Michelle Bentz	N	0
9	College of St. Mary 7000 Mercy Rd. Omaha, Nebraska 68106 Phone : 402-399-2485 Email : careercenter@csm.edu Career Services	N	0
10	Creighton Career Service Office 2500 California Plaza Harper Center, Suite 2015 Omaha, Nebraska 68178 Phone : 402-280-3006 Fax : 1-402-280-3450 Lisa Brockhoff	N	0
11	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
12	Essential Personnel Inc. 3423 2nd Ave. Suite #2 Kearney, Nebraska 68847 Phone : 308-233-4400 Email : jobs@essentialpersonnelinc.com Melissa L	N	0

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13	GI Independent - ad builder P.O. Box 1208 Grand Island, Nebraska 68802 Phone : 308-236-9900 Email : bill.parten@theindependent.com Craig Eckert	N	0
14	Hastings Career Center 2727 W. 2nd St. Landmark Center St 338 Hastings, Nebraska 68901 Phone : 402-462-1867 Fax : 1-402-462-1896 Job Postings	N	0
15	Hastings Tribune P.O. Box 788 Hastings, Nebraska 68901 Phone : 402-461-1242 Joyce Durham Manual Posting	N	0
16	Indeed.com 7501 N. Capital Texas Hwy. Austin, Texas 78731 Phone : 800-462-5842 Amber Griffith Manual Posting	N	1
17	Kearney Hub P.O. Box 1988 Kearney, Nebraska 68848 Phone : 308-233-9780 Deanna Ribeiro Manual Posting	N	0
18	Linked In	N	2
19	Nebraska Broadcasters Association 12020 Shamrock Plaza Suite 200 Omaha, Nebraska 68154 Email : jim@ne-ba.org Jim Timm	N	0

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20	Nebraska Wesleyan University 5000 St. Paul Ave. Lincoln, Nebraska 68504 Phone : 402-465-2224 Email : career@nebrwesleyan.edu Heather Hoops	N	0
21	Nebraska Workforce Development - GI 1306 W. 3rd St. Grand Island, Nebraska 68801 Career Services Manual Posting	N	0
22	Nebraska Workforce Development - Omaha 5717 F Street Omaha, Nebraska 68117 Phone : 402-595-3009 Email : ndol.omahawfd@nebraska.gov Fax : 1-402-595-2701 Peggy Kotschwar	N	0
23	Nebraska Workforce Development - Omaha 5717 F Street Omaha, Nebraska 68117 Phone : 402-595-3894 Email : sterling.holmes@nebraska.gov Fax : 1-402-595-3051 Sterling Holmes	N	0
24	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7264 Email : amy@northeast.edu Amy Koehler	N	0
25	Omaha Association of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 1-402-978-8931 Ben Gray	N	0
26	University of Nebraska at Kearney Kearney, Nebraska 68849 Phone : 308-865-8501 Fax : 1-308-865-8882 Director of Placement	N	0

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27	Vocation Rehabilitation Services 1313 Farnam 3rd Floor Omaha, Nebraska 68102 Phone : 402-595-2146 Email : m-stayer@vocrhhab.state.ne.us Fax : 1-402-595-1125 Maey Stayer	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</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>
1	3/30/2023	Participation in scholarship programs	<p>NBA EEO Scholarship Program participants:</p> <p>It is time to judge the eight qualified EEO Scholarship applications we received for 2023.</p> <p>Attached to this email are the judging instructions (PDF) and scoring form (XLS).</p> <p>The student applications are in this Dropbox link.</p> <p>Please read the attached judging instructions carefully and return ONLY your completed scoring form, to linda@ne-ba.org no later than next Wednesday, March 22, 2023.</p> <p>Thank you again for your participation.</p>	1	GM
2	4/11/2023	Participation in events or programs sponsored by educational institutions	Central Community College Media Arts Program Advisory Committee Meeting	1	Director of Engineering
3	4/24/2023	Participation in Job Fairs	The Nebraska Broadcasters Virtual Job Fair the week of April 24, 2023	1	HR
4	9/5/2023	Co Sponsoring Job Fair	Nebraska Broadcaster Job Fair	1	HR
5	9/19/2023	Hosting of Job Fair	Flood Communications Tri-Cities Bilingual Job Fair	5	General Manager VP General Manager
6	11/7/2023	Participation in events or programs sponsored by educational institutions	Connecting the Dots event from University Extension to expose high school students to career paths and opportunities	1	Operations Manager