

**EEO PUBLIC FILE REPORT**  
**2012**

**A. Employment Unit Covered**

KUSO-FM, Albion, Nebraska  
KNEN-FM, Norfolk, Nebraska

**B. Reporting Period**

February 2, 2011– February 1, 2012

**C. Full-Time Vacancies Filled During Reporting Period**

- |            |   |                              |
|------------|---|------------------------------|
| <b>(1)</b> | <b>Job Title:</b> 94 Rock Account Executive<br><b>Recruitment Source:</b> 94 Rock Website   | <b>Date Filled:</b> 04/11/11 |
| <b>(2)</b> | <b>Job Title:</b> 94 Rock Account Executive<br><b>Recruitment Source:</b> Employee Referral | <b>Date Filled:</b> 04/18/11 |
| <b>(3)</b> | <b>Job Title:</b> US 92 Account Executive<br><b>Recruitment Source:</b> Employee Referral   | <b>Date Filled:</b> 8/31/11  |
| <b>(4)</b> | <b>Job Title:</b> Manager Information Systems<br><b>Recruitment Source:</b> US 92 Website   | <b>Date Filled:</b> 10/10/11 |

**D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

(1 & 2) Account Executive

<u>Name</u>	<u>Contact</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u>Phone</u>
Albion Chamber of Commerce	Jill Anding	420 W Market St	Albion	NE	68620	395-6012
Bellevue University	Colleen Plasek	1001 South 70th St Suite 219	Lincoln	NE	68510-7901	475-2255
Bellevue University	Dorothy Graham	1000 Galvin Road South	Bellevue	NE	68005	293-2000
Bellevue University	Dorothy Graham	4647 Stone Ave	Sioux City	IA	51106	712.274.8043
Briar Cliff University	Nancy McGuire	3303 Rebecca St	Sioux City	IA	51104	712.279.5393
Central Community College	Lora Hastreiter	4500 63rd St	Columbus	NE	68601	562-1244
Central Community College	Jason Davis	3134 W US Hwy 34	Grand Island	NE	68801	308.398.7421
Central Community College	Ray Szlanda	3519 2nd Ave	Kearney	NE	68847	308.461.2419
Chadron State College	Deena Kennell	1000 Main St	Chadron	NE	69337	308.432.6000
Clarkson College	Rita VanFleet	101 S 42nd St	Omaha	NE	68131	552-3100
College of Saint Mary	Lisa Johnson	7000 Mercy Road	Omaha	NE	68106-2377	399.2405
Columbus Chamber of Commerce	K.C. Bellitz	764 33rd Ave.	Columbus	NE	68601	564-2769
Concordia University	Corey Gray	800 N Columbus Ave	Seward	NE	68434	643.3651
Doane College	Chris Jones	303 N 52nd St	Lincoln	NE	68504	466.4774
Grace University	Joanne Fast	1311 S 9th St	Omaha	NE	68108	449.2800
ITT Technical Institute	Career Services Director Sabariyatty Mohammad	9814 M St	Omaha	NE	68127	331.2900
Little Priest Tribal College	Fischer	PO Box 270	Winnebago	NE	68071	878.2380
Madison Chamber of Commerce	Linda Haack	210 W 3rd St	Madison	NE	68748	454-2251
Metropolitan Community College	Ayanna Boykins	3000 Fort St	Omaha	NE	68111	457.2400
Midland Lutheran College	Connie Bottger	900 N Clarkson St	Fremont	NE	68025	721.5480
Morningside College	Stacie Hays	1501 Morningside Ave	Sioux City	IA	51106	712.274.5000

Mount Marty College	Estelle Johnson	1105 W 8th St	Yankton	SD	57078	605.668.1011
Nebraska Christian College	Rich Milliken	12550 S 114th St	Papillion	NE	68046-4255	935.9400
Nebraska Indian Community College	Kyla Cline-Snake	425 Frazier Av N #1	Santee	NE	68760	857-2434
Nebraska Institute - Technology	Career Services Director	1145 North Cotner Blvd.	Lincoln	NE	68505	464.8484
Nebraska Methodist College	Phyllis Zimmerman	720 N 87th St	Omaha	NE	68114	354.7000
Nebraska Wesleyan University	Janelle Andreini	5000 Saint Paul Ave	Lincoln	NE	68504	466-2371
Nebraska Department of Labor - Norfolk Area Recruiters	Becky Maggart	105 E Norfolk Ave Ste 100	Norfolk	NE	68701	644-8107
Neligh Chamber of Commerce	Makala Williams	309 Madison Avenue	Norfolk	NE	68701	844-2263
Norfolk Chamber of Commerce	Board of Directors	PO Box 266	Neligh	NE	68756	887.4195
Norfolk Daily News	Dennis Houston	405 Madison Ave	Norfolk	NE	68701	1-4862
North Platte Community College	Lisa McGill	525 Norfolk Avenue	Norfolk	NE	68701	371-1020
Northeast Community College	Bill Eakins	1101 Halligan Dr	North Platte	NE	69101	308.535.3600
Peru State College	Terri Heggemeyer	801 E Benjamin	Norfolk	NE	68701	844-7263
Pierce Chamber of Commerce	Alice Holtz	600 Hoyt St	Peru	NE	68421	872.3815
Plainview Chamber of Commerce	President	PO Box 82	Pierce	NE	68767	329-6879
Schuyler Chamber of Commerce	Amy Dummer	P.O. Box 783	Plainview	NE	68729	582-7800
Siouxland Chamber of Commerce	Lora Johnson	1107 B St	Schuyler	NE	68661	352-5472
Southeast Community College	Mary Koster	101 Pierce St	Sioux City	IA	51101	712.255.7903
Southeast Community College	Mike Pegram	8800 O Street	Lincoln	NE	68520	471.3333
Southeast Community College	Marcy Hostetler	600 State St	Milford	NE	68405	761.2131
Union College	Robert Kluge	4771 W Scott Rd	Beatrice	NE	68310	228.3468
University of Nebraska Kearney	Stan Hardt	3800 S 48th St #A	Lincoln	NE	68506	488.2331
University of Nebraska Lincoln	Mary Daake	905 W 25th St	Kearney	NE	68845	308.865.8428
University of Nebraska Omaha	Gary Kebbel	330 Nebraska Ctr	Lincoln	NE	68583	472-2176
University of South Dakota	Career Center Director	6001 Dodge St	Omaha	NE	68182	554.2800
Vatterott College	Rhonda Hulkonen	414 E Clark St	Vermillion	SD	57069	605.677.5378
Wayne Chamber of Commerce	Career Services	11818 I Street	Omaha	NE	68137	891-9411
Wayne State College	Irene Fletcher	108 W 3rd Street	Wayne	NE	68787	375-2240
West Point Chamber of Commerce	Jason Barelman	1111 Main St	Wayne	NE	68787	375-7000
Western Iowa Technical College	Bonnie Emanuel	237 N Main St	West Point	NE	68788	372.2981
Western Nebraska Community College	Sandra Colter	4647 Stone Ave	Sioux City	IA	51106	712.274.6400
Yankton Area Chamber of Commerce	Carla Stein	1601 E 27th St	Scottsbluff	NE	69361	308.635.3606
Yankton College	Lisa Scheve	803 E 4th Street	Yankton	SD	57078	605.665.3636
York College	Jan Garrity	1801 Summit St	Yankton	SD	57078	605.665.3661
	Cara Kroeker	1125 E 8th St	York	NE	68467	362.4441

NBA Trade Association [www.ne-ba.org](http://www.ne-ba.org)  
Norfolk Area Recruiters [www.norfolkarea.org](http://www.norfolkarea.org)  
94 Rock Website [www.94rock.fm](http://www.94rock.fm)

**Total number of interviewees from all sources for this position: 5**

### (3) Account Executive

<u>Name</u>	<u>Contact</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u>Phone</u>
Albion Chamber of Commerce	Jill Anding	420 W Market St	Albion	NE	68620	395-6012
Bellevue University	Colleen Plasek	1001 South 70th St Suite 219	Lincoln	NE	68510-7901	475-2255
Bellevue University	Dorothy Graham	1000 Galvin Road South	Bellevue	NE	68005	293-2000
Bellevue University	Dorothy Graham	4647 Stone Ave	Sioux City	IA	51106	712.274.8043
Briar Cliff University	Nancy McGuire	3303 Rebecca St	Sioux City	IA	51104	712.279.5393
Central Community College	Lora Hastreiter	4500 63rd St	Columbus	NE	68601	562-1244
Central Community College	Jason Davis	3134 W US Hwy 34	Grand Island	NE	68801	308.398.7421
Central Community College	Ray Szlanda	3519 2nd Ave	Kearney	NE	68847	308.461.2419
Chadron State College	Deena Kennell	1000 Main St	Chadron	NE	69337	308.432.6000

Clarkson College	Rita VanFleet	101 S 42nd St	Omaha	NE	68131	552-3100
College of Saint Mary	Lisa Johnson	7000 Mercy Road	Omaha	NE	68106-2377	399.2405
Columbus Chamber of Commerce	K.C. Bellitz	764 33rd Ave.	Columbus	NE	68601	564-2769
Concordia University	Corey Gray	800 N Columbus Ave	Seward	NE	68434	643.3651
Doane College	Chris Jones	303 N 52nd St	Lincoln	NE	68504	466.4774
Grace University	Joanne Fast	1311 S 9th St	Omaha	NE	68108	449.2800
ITT Technical Institute	Career Services Director Sabariyatty Mohammad	9814 M St	Omaha	NE	68127	331.2900
Little Priest Tribal College	Fischer	PO Box 270	Winnebago	NE	68071	878.2380
Madison Chamber of Commerce	Linda Haack	210 W 3rd St	Madison	NE	68748	454-2251
Metropolitan Community College	Ayanna Boykins	3000 Fort St	Omaha	NE	68111	457.2400
Midland Lutheran College	Connie Bottger	900 N Clarkson St	Fremont	NE	68025	721.5480
Morningside College	Stacie Hays	1501 Morningside Ave	Sioux City	IA	51106	712.274.5000
Mount Marty College	Estelle Johnson	1105 W 8th St	Yankton	SD	57078	605.668.1011
Nebraska Christian College	Rich Milliken	12550 S 114th St	Papillion	NE	68046-4255	935.9400
Nebraska Indian Community College	Kyla Cline-Snake	425 Frazier Av N #1	Santee	NE	68760	857-2434
Nebraska Institute - Technology	Career Services Director	1145 North Cotner Blvd.	Lincoln	NE	68505	464.8484
Nebraska Methodist College	Phyllis Zimmerman	720 N 87th St	Omaha	NE	68114	354.7000
Nebraska Wesleyan University	Janelle Andreini	5000 Saint Paul Ave	Lincoln	NE	68504	466-2371
Nebraska Department of Labor	Becky Maggart	105 E Norfolk Ave Ste 100	Norfolk	NE	68701	644-8107
Neligh Chamber of Commerce	Board of Directors	PO Box 266	Neligh	NE	68756	887.4195
Norfolk Area Recruiters	Makala Williams	309 Madison Avenue	Norfolk	NE	68701	844-2263
Norfolk Chamber of Commerce	Dennis Houston	405 Madison Ave	Norfolk	NE	68701	371-4862
Norfolk Daily News	Lisa McGill	525 Norfolk Avenue	Norfolk	NE	68701	371-1020
North Platte Community College	Bill Eakins	1101 Halligan Dr	North Platte	NE	69101	308.535.3600
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Peru State College	Alice Holtz	600 Hoyt St	Peru	NE	68421	872.3815
Pierce Chamber of Commerce	President	PO Box 82	Pierce	NE	68767	329-6879
Plainview Chamber of Commerce	Amy Dummer	P.O. Box 783	Plainview	NE	68729	582-7800
Schuyler Chamber of Commerce	Lora Johnson	1107 B St	Schuyler	NE	68661	352-5472
Siouxland Chamber of Commerce	Mary Koster	101 Pierce St	Sioux City	IA	51101	712.255.7903
Southeast Community College	Mike Pegram	8800 O Street	Lincoln	NE	68520	471.3333
Southeast Community College	Marcy Hostetler	600 State St	Milford	NE	68405	761.2131
Southeast Community College	Robert Kluge	4771 W Scott Rd	Beatrice	NE	68310	228.3468
Union College	Stan Hardt	3800 S 48th St #A	Lincoln	NE	68506	488.2331
University of Nebraska Kearney	Mary Daake	905 W 25th St	Kearney	NE	68845	308.865.8428
University of Nebraska Lincoln	Gary Kebbel	330 Nebraska Ctr	Lincoln	NE	68583	472-2176
University of Nebraska Omaha	Career Center Director	6001 Dodge St	Omaha	NE	68182	554.2800
University of South Dakota	Rhonda Hulkonen	414 E Clark St	Vermillion	SD	57069	605.677.5378
Vatterott College	Career Services	11818 I Street	Omaha	NE	68137	891-9411
Wayne Chamber of Commerce	Irene Fletcher	108 W 3rd Street	Wayne	NE	68787	375-2240
Wayne State College	Jason Barelman	1111 Main St	Wayne	NE	68787	375-7000
West Point Chamber of Commerce	Bonnie Emanuel	237 N Main St	West Point	NE	68788	372.2981
Western Iowa Technical College	Sandra Colter	4647 Stone Ave	Sioux City	IA	51106	712.274.6400
Western Nebraska Community College	Carla Stein	1601 E 27th St	Scottsbluff	NE	69361	308.635.3606
Yankton Area Chamber of Commerce	Lisa Scheve	803 E 4th Street	Yankton	SD	57078	605.665.3636
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US92 Website  
94 Rock Website

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**Total number of interviewees from all sources for this position: 2**

#### (4) Management Information Services

<u>Name</u>	<u>Contact</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u>Phone</u>
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Mount Marty College	Estelle Johnson	1105 W 8th St	Yankton	SD	57078	605.668.1011
Nebraska Christian College	Rich Milliken	12550 S 114th St	Papillion	NE	68046-4255	935.9400
Nebraska Indian Community College	Kyla Cline-Snake	425 Frazier Av N #1	Santee	NE	68760	857-2434
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Nebraska Wesleyan University	Janelle Andreini	5000 Saint Paul Ave	Lincoln	NE	68504	466-2371
Nebraska Department of Labor	Becky Maggart	105 E Norfolk Ave Ste 100	Norfolk	NE	68701	644-8107
Neligh Chamber of Commerce	Board of Directors	PO Box 266	Neligh	NE	68756	887.4195
Norfolk Area Recruiters	Makala Williams	309 Madison Avenue	Norfolk	NE	68701	844-2263
Norfolk Chamber of Commerce	Dennis Houston	405 Madison Ave	Norfolk	NE	68701	1-4862
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North Platte Community College	Bill Eakins	1101 Halligan Dr	North Platte	NE	69101	308.535.3600
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Pierce Chamber of Commerce	President	PO Box 82	Pierce	NE	68767	329-6879
Plainview Chamber of Commerce	Amy Dummer	P.O. Box 783	Plainview	NE	68729	582-7800
Schuyler Chamber of Commerce	Lora Johnson	1107 B St	Schuyler	NE	68661	352-5472
Siouxland Chamber of Commerce	Mary Koster	101 Pierce St	Sioux City	IA	51101	712.255.7903
Southeast Community College	Mike Pegram	8800 O Street	Lincoln	NE	68520	471.3333
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University of South Dakota	Rhonda Hulkonen	414 E Clark St	Vermillion	SD	57069	605.677.5378
Vatterott College	Career Services	11818 I Street	Omaha	NE	68137	891-9411
Wayne Chamber of Commerce	Irene Fletcher	108 W 3rd Street	Wayne	NE	68787	375-2240

Wayne State College	Jason Barelman	1111 Main St	Wayne	NE	68787	375-7000
West Point Chamber of Commerce	Bonnie Emanuel	237 N Main St	West Point	NE	68788	372.2981
Western Iowa Technical College	Sandra Colter	4647 Stone Ave	Sioux City	IA	51106	712.274.6400
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Yankton Area Chamber of Commerce	Lisa Scheve	803 E 4th Street	Yankton	SD	57078	605.665.3636
Yankton College	Jan Garrity	1801 Summit St	Yankton	SD	57078	605.665.3661
York College	Cara Kroeker	1125 E 8th St	York	NE	68467	362.4441
NBA Trade Association	<a href="http://www.ne-ba.org">www.ne-ba.org</a>					
US92 Website	<a href="http://www.us92.com">www.us92.com</a>					
94 Rock Website	<a href="http://www.94rock.fm">www.94rock.fm</a>					

**Total number of interviewees from all sources for this position: 2**

**E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 9**

**F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources**

Referral Source	Contact Person	Address	Phone No.	Number of Interviewees Referred
Norfolk Daily News	Lisa McGill	525 Norfolk Ave. Norfolk, NE 68701	402-371-1020	1
Station Website	Angie Stenger	214 N. 7 <sup>th</sup> Street Norfolk, NE 68701	402-371-0100	2
Norfolk Area Recruiters	Makala Williams	309 Madison Ave. Norfolk, NE 68701	402-844-2263	2
Employee Referral	Khris Buettner	214 N. 7 <sup>th</sup> Street Norfolk, NE 68701	402-371-0100	1
Employee Referral	Ali Fuchtman	214 N. 7 <sup>th</sup> Street Norfolk, NE 68701	402-371-0100	1
Nebraska Labor Department	Becky Maggart	105 E. Norfolk Ave. Norfolk, NE 68701	402-370-3430	1
Northeast Community College	Terri Heggemeyer	801 E. Benjamin Norfolk, NE 68701	402-844-7263	1

**G. Outreach Activities Performed During the Reporting Period**

Initiative	Scope of Participation and Location	Station Staff Involved
1/15/2011- Participation in events or programs sponsored by educational institutions	Job Shadow – Calvin Gunther, Northeast Community College. Shadowed various station employees to learn about broadcasting opportunities	Brian Anderson, Eric McKay, Michael Anthony, Ann Nielsen
03/02/11 thru 05/11 – Scholarship Program	Participation in scholarship program designed to assist students interested in pursuing a career in broadcasting. Scholarship through	Angela Stenger, General Manager.

	Nebraska Broadcasters Association Foundation.	
03/09/11 - Participation in events or programs sponsored by educational institutions	Job Shadow – Andy Bottger, Northeast Community College. Shadowed various station employees to learn about broadcasting opportunities	Eric McKay, Jessie Miles
03/25/11 – Participation in Job Fairs	School Career Fair sponsored by Norfolk Catholic School. Hosted booth, attended by aprox 30 students	Steve Farlee, Senior Account Representative
05/21/09-Participation in events or programs sponsored by educational institutions	Job Shadow – Tyler Wells, Norfolk Senior High student	David Amick, Operations Manager/Jessie Miles, Program Director
08/13/11– Participation in events sponsored by community groups	Nebraska Broadcasters Association Convention, Embassy Suites, Lincoln	A. Stenger, K. Buettner, G. Farnik, A. Fuchtman, H. Babl, LJ Krueger, S. Farlee, K. Behmer, J. Walker
09/29/11 – Participation in Job Fairs	Part-time job fair at Northeast Community College. Hosted booth; attended by aprox 200 students.	Jessie Miles, Program Director
10/19/11 – Participation in events or programs sponsored by educational institutions	Biz Show, Divots Convention Center, Norfolk. Hosted booth informing the public on working with broadcasting, US92 and 94Rock.	K. Buettner, G. Farnik, A. Fuchtman, C. Maly, LJ. Krueger, J. Walker, S. Farlee, J. Austin
10/3/11 – Participation in Job Fairs	School Career Fair sponsored by Wausa High School. Open forum discussion of broadcast careers, attended by aprox 75 students	Eric McKay, Sports Director