

**Lincoln**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2009 - January 31, 2010**

**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
Assistant Program Director	3, 5-16, 19-20, 23-38, 40-56, 58-61, 63-67, 70-72, 74-87, 89-91, 93-97	34
Production	1-2, 6-14, 16, 18-22, 25-28, 30-31, 36-37, 39-41, 43-46, 50-51, 53-55, 57-61, 63-65, 68, 70-71, 73, 76-77, 80-81, 84, 86, 89-91, 94, 97	1
Account Executive	6-14, 16-17, 19-22, 25-28, 30-31, 36-37, 39-41, 43-46, 50-51, 53-56, 58-61, 63-65, 68-71, 73, 76-77, 80-81, 84, 86, 89-91, 94, 97	69
Account Executive	6-14, 16-17, 19-22, 25-28, 30-31, 36-37, 39-41, 43-46, 50-51, 53-56, 58-61, 63-65, 68-71, 73, 76-77, 80-81, 84, 86, 89-91, 94, 97	22
Sales Assistant	6-14, 16-17, 19-21, 25-28, 30-31, 36-37, 39-41, 43-46, 50-51, 53-56, 58-61, 63-65, 70-71, 73, 76-77, 80-81, 84, 86, 89-91, 94, 97	17
On-Air Personality	4, 6-14, 16, 20, 23-33, 36-38, 40-41, 43-47, 50-56, 58-67, 69-72, 74, 76-81, 83-86, 88-91, 94-97	69

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**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 Website 28955 Pacific Coast Hwy Malibu, California 90265 Phone : none Fax : Jon Denver	N	3
2	All Access.com	N	0
3	allaccess.com	N	0
4	Asian American Journalists Assoc. 1765 Sutter St., Suite 1000 San Francisco, California 94115 Phone : NA Fax : Director of Placement	N	0
5	Asian American Journalists Association 1182 Market St. Suite 320 San Francisco, California Phone : 415-346-2051 Fax : 1--- Director of Placement n/a	N	0
6	Bellevue University 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Fax : 1-402-557-5438 Colleen Plasek	N	0
7	Black Employees Assoc of OPPD 444 S. 16th St.Mall Omaha, Nebraska Phone : 402-636-2000 Fax : 402-636-3659 Richard Nettles	N	0
8	Broadcast Media Placement 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Fax : 402-472-8403 Rick Alloway	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Buena Vista University 2700 College Rd. Council Bluffs, Iowa 51503 Phone : 712-328-0788 Fax : 712-322-8604 Director of Placement	N	0
10	Central Community College-Columbus 4500 63rd Street Columbus, Nebraska 68602 Phone : 402-562-1210 Fax : 1-402-562-1201 Michelle Bentz	Y	0
11	Central Community College-GI 3134 W Hwy 34 Grand Island, Nebraska 68802 Phone : 308-398-7421 Fax : 1-308-398-7398 Virginia Ahlschwede	Y	0
12	Central Community College-Hastings P O Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Fax : 1-402-461-2454 Ray Szlanda	Y	0
13	Chadron State Colledge 1000 Main St. Chadron, Nebraska 00000 Phone : 308-432-6439 Fax : 1-308-432-6439 Janet Hartman	N	0
14	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
15	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 662-627-4155 Fax : 1-662-627-4361 Monica Moore	N	0

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16	College of St. Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Fax : 1-402-399-2439 Lisa Crowder	N	0
17	cornhuskerhelpwanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, New York 12601 Phone : 402-327-5535 Fax : Eric Strauss	N	6
18	Counrty Air Check website	N	0
19	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
20	Dana College 2848 Cullen Dr. Blair, Nebraska 68008 Phone : 402-426-7258 Fax : 402-426-7922 Director of Placement	N	0
21	emplooyee bulletin board	N	0
22	Employee Bulletin Board Steve Albertsen	N	2
23	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Fax : Barb Ivey	N	0
24	Experience Unlimited 5404 Cedar Omaha, Nebraska 68106 Phone : 402-595-3885 Fax : Karen Johnson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Future Directions YWCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 402-345-0635 Director of Placement	N	0
26	Goods Entertainment P O Box 1266 Weston, Connecticut 06883 Phone : 203-341-0111 Fax : 1-801-460-3100 Adam Goodman	Y	0
27	Goodwill Industries 6020 Maple St. Omaha, Nebraska 68104 Phone : 402-551-4260 Fax : 402-552-9338 Casey Wolf	N	0
28	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0
29	Hamilton College 3350 N. 90th St. Omaha, Nebraska 68131 Phone : 402-572-8500 Fax : Jennifer Crews	N	0
30	Hastings College 710 N Turner Ave Hastings, Nebraska 68901-7621 Phone : 402-461-7400 Fax : 1-402-461-7474 Carol Kucera	Y	0
31	Hispanic Community Center 2300 O Street Lincoln, Nebraska 68510 Phone : 402-474-3840 Fax : 1-402-474-3842 Holly Burns	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Hutchinson Community College 1300 N. Plum Hutchinson, Kansas 67501 Phone : 316-665-3495 Fax : Betty Ann Kelly	N	0
33	InRoads/Greather Omaha, Inc. 2223 Dodge St. 10th Floor Omaha, Nebraska 68102 Phone : 402-348-1700 Fax : Joyce Cooper	N	0
34	Internal job posting	N	1
35	Internal postings	N	0
36	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Fax : 712-325-0346 Pam Quandt	N	0
37	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Fax : 712-255-2674 Director of Placement	N	0
38	Iowa Western Community College 906 Sunnyside Ln. Atlantic, Iowa 50022 Phone : 712-243-5527 Fax : 1--- none none	N	0
39	Iowa Western Community College 2700 College Rd. Council Bluffs, Iowa 51503 Phone : 712-325-3200 Fax : 712-325=3284 Hugh Irwin	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Iowa Workforce Development 300 W. Broadway, Ste #13 Council Bluffs, Iowa 51503 Phone : 712-242-2100 Fax : 712-242-2155 Randy Brookhart	N	0
41	Kaplan University 5425 N. 103rd St Omaha, Nebraska 68134 Phone : 402-431-6157 Fax : 1-402-431-6710 Diana Atkinson	N	0
42	KLIN website posting	N	1
43	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Fax : 1-712-274-5101 Stacie Hays	N	0
44	N.E. Indian Community College 2451 St. Marys Omaha, Nebraska 68105 Phone : 402-344-8428 Fax : 402-344-8358 Elan Cunningham	N	0
45	NAACP 2221 N. 24th St. Omaha, Nebraska 68102 Phone : 402-453-9730 Fax : 402-453-9676 Director of Placement	N	0
46	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Fax : 1-303-722-0924 Audrey Elling	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	National Assn' Hispanic Journalists 529 14th St. NW Ste. 634 Washington, District of Columbia 20045 Phone : NA Fax : Director of Placement	N	0
48	National Association of Black Journalists NA NA, Alabama Phone : NA Fax : 1--- Director of Placement NA	N	0
49	Native American Journalism Assn 1433 E. Franklin Ave Minneapolis, Minnesota 55404 Phone : NA Fax : 1--- Gordon Regguinti	N	0
50	NE Job Service/Experience Unlimited 5404 Cedar St. Omaha, Nebraska 68106 Phone : 402-595-3865 Fax : 402-595-2525 Karen Johnson	N	0
51	Nebraska Broadcasters Assn 12020 Shamrock Plaza Suite 200 Omaha, Nebraska 68154 Phone : 402-778-5178 Fax : 402-778-5131 Marty Riemenschneider	N	0
52	Nebraska Dept. Vocational Rehab. 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2655 Fax : Marjorie Nelson	N	0
53	Nebraska Job Service 5404 Cedar St. Omaha, Nebraska 68106 Phone : 402-595-3894 Fax : 402-595-3051 Karen Johnson	N	0

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54	Nebraska Service for Visually Impaired 1313 Farnam Omaha, Nebraska 68102 Phone : 402-595-2041 Fax : 402-595-1008 Director of Placement	N	0
55	Nebraska Wesleyan University 5000 St. Paul Ave. Lincoln, Nebraska 68508 Phone : 402-465-2217 Fax : 1-402-465-2179 Geri Cotter	N	0
56	Nebraska Workforce Development 5717 F Street Omaha, Nebraska 68117 Phone : 402-595-3009 Fax : 1-402-595-2701 Peggy Kotschwar	N	0
57	Nebraska Workforce Development 5717 F Street Omaha, Nebraska 68817 Phone : 402-595-3894 Fax : 1-402-595-3051 Sterling Holmes	N	0
58	North Omaha Star Newspaper 2216 N. 24th St. Omaha, Nebraska 68111 Phone : 402-346-4041 Fax : 402-346-4064 Charlene Spencer	N	0
59	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7263 Fax : 402-844-7400 RoseAnn Rogers	N	0
60	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1250 Fax : 1-660-652-1384 Stacey Stokes	N	0

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61	NRG Media, LLC 2875 Mount Vernon Rd SE Cedar Rapids, Iowa 52403 Phone : 319-398-8106 Fax : 1-319-286-9383 Jessica Link	Y	0
62	NRG website posting	N	1
63	Ohio Center for Broadcasting, Co. Campus 5800 W. Alameda Ave. Suite A Denver, Colorado 80226 Phone : 303-937-7070 Fax : 303-975-0386 Dan Smith	N	0
64	Omaha Assoc. of Blac Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0
65	Omaha CIC 2724 N. 24th St. Omaha, Nebraska 68111 Phone : 402-457-4222 Fax : 402-457-6635 Director of Placement	N	0
66	Omaha Workforce Development 2431 N. 24th St. Omaha, Nebraska 68110 Phone : 402-444-3517 Fax : Deb Lowry	N	0
67	Omaha World-Herald 14th & Dodge Omaha, Nebraska 68131 Phone : 402-342-6633 Fax : Debbie Quaas	N	0
68	Posted on Cornhuskerhelpwanted.com	N	0
69	Professional reference	N	8

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70	Sioux City American Indian Center 510 Water St. Sioux City, Iowa 51101 Phone : 712-255-8957 Fax : 712-255-8957 Director of Placement	N	0
71	South Asian Journalists Ass'n 2950 Broadway New York, New York 10027 Phone : 212-854-7837 Fax : 212-854-7837 S. Sreenivasan	N	0
72	Southeast Community College 600 State St. Milford, Nebraska Phone : 800-933-7223 Fax : Gerald R. Eigsti	N	0
73	Station websites	N	0
74	TV Jobs.com Alabama Phone : NA Fax : Director of Placement	N	0
75	TvB.org Job Bank Alabama Phone : NA Fax : Director of Placement	N	0
76	U of Nebraska 147 Anderson Hall P O Box 880466 Lincoln, Nebraska 68588 Phone : 402-472-6856 Fax : 1-402-472-8403 Rick Alloway	Y	0
77	Univ. of Nebraska at Kearney Kearney, Nebraska 68849 Phone : 308-865-8501 Fax : 308-865-8882 Director of Placement	N	0

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78	University of NE at Kearney Kearney, Nebraska Phone : 308-865-8249 Fax : Keith Terry	N	0
79	University of Sioux Falls 1101 W. 22nd St. Sioux Falls, South Dakota Phone : 605-331-6740 Fax : Mark Patterson	N	0
80	UNL 147 Andersen Hall Lincoln, Nebraska Phone : 402-472-7211 Fax : 402-472-8403 Richard Alloway	N	0
81	UNL Career Services 230 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-0000 Fax : 1-402-472-0200 Linda Shriner	Y	0
82	UNL College of Business Administration P.O. Box 880405 Lincoln, Nebraska Phone : 402-472-3382 Fax : Zoe Olson, Pub. Rel	N	0
83	UNO ASH 108, 6001 Dodge St. Omaha, Nebraska Phone : 402-554-4855 Fax : Prof. Mike Hilt	N	0
84	UNO Student Hispanic Organization Omaha, Nebraska 68110 Phone : 402-554-2333 Fax : 402-554-3388 Director of Placement	N	0

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85	UNO Television 60th & Dodge St. Omaha, Nebraska Phone : 402-554-2516 Fax : Jim Adams	N	0
86	Urban League of Nebraska 3022 N. 24th Omaha, Nebraska 68110 Phone : 402-453-9730 Fax : 1-402-453-9676 Damien Coran	N	0
87	Vatterott College 5141 F St. Omaha, Nebraska 68137 Phone : 402-731-3636 Fax : 1--- Justin Mackling	N	0
88	Vatterott College 5318 S. 136th St. Omaha, Nebraska 68137 Phone : 402-891-8411 Fax : Diane Lee, Dir	N	0
89	Vocation Rehabilitation Services 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2146 Fax : 402-595-1125 Maey Stayer	N	0
90	Vocational Rehabilitation 14714 N. 42nd St. Omaha, Nebraska 68131 Phone : 402-595-2100 Fax : 402-595-1125 Deb Dickson	N	0
91	Wayne State College 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7527 Fax : 1-402-375-7072 Terri Heggemeyer	N	0

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92	Wayne State College 1111 Main St Wayne, Nebraska 68787 Phone : 402-375-7527 Fax : 1--- Terri Heggemeyer	Y	0
93	website postings	N	0
94	Western Ia. Tech. Comm. College 4647 Stone Ave. Sioux City, Iowa 51106 Phone : 712-274-6407 Fax : 1-712-274-6407 Lori Knight	N	0
95	WetFeet Recruiters Alabama Phone : NA Fax : Director of Placement	N	0
96	YMCA-Transitions Program 222 S. 29th St. Omaha, Nebraska Phone : 402-345-6555 Fax : Beth Nimmo, Coord.	N	0
97	YWCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 402-345-0635 Beth Nimmo, Coord.	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>22</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>	<b>Points</b>
1	3/10/2009	Participation in scholarship programs	Participated in promoting the Nebraska Broadcasters Association scholarship program on our stations through on air announcements. Reviewed scholarship applications and assisted in narrowing to the finalists.	3	Steve Albertsen Operations Manager Wendy Stutzman Business Manager Andy Ruback General Manager	1.00
2	4/16/2009	Provision of training to management	One hour live webinar training on FCC EEO requirements to announce job openings to all referral agencies and minority organizations, and the vaules of recruiting diverse employees from a broad labor force, learning how to use Broadcast1Source online service to insure broad dissemination of job postings to diverse constituencies.	1	Wendy Stutzman Business Manager	1.00
3	4/16/2009	Participation in Job Fairs	Brooke Schulz and Wendy Stutzman attended a job fair at Doane College on the Crete Nebraska campus. Brooke and Wendy talked to college students about the requirements needed to work in the radio industry and discussed job opportunities with the NRG Lincoln radio stations.	2	Brooke Schulz Director of MARKeting Wendy Stutzman Business Manager	0.25
4	8/24/2009	Provision of training to management	Attended EEO Training Seminar during the Nebraska Broadcasters Association convention. The seminar focused on EEO rules, actions an employer must take each time there is a vacancy, and on an ongoing basis.	1	Wendy Stutzman Business Manager	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>3.25</b>