

**KMCX-FM, KOGA, KOGA-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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>
Sales Assistant	3, 10-11	3
Account Executive	1-27	10
Account Executive	1-27	3

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Black Employees Assoc of OPPD 444 S. 16th St.Mall Omaha, Nebraska Phone : 402-636-2000 Email : rnettles@oppd.com Fax : 402-636-3659 Richard Nettles	N	0
2	Broadcast Media Placement 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Fax : 402-472-8403 Rick Alloway	N	0
3	Call In	N	4
4	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
5	College of St. Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : careercenter@CSM.edu Career Services	N	0
6	Employment Services North Platte, Nebraska 69101 Career Services Manual Posting	N	0
7	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
8	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0

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9	Hutchinson Community College 1300 N. Plum Hutchinson, Kansas 67501 Phone : 316-665-3495 Email : kellyb@hutchcc.edu Betty Ann Kelly	N	0
10	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	4
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
12	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
13	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Email : hays@morningside.edu Fax : 1-712-274-5101 Stacie Hays	N	0
14	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : <a href="http://www.emmyawards.tv">www.emmyawards.tv</a> Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0

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15	Nebraska Broadcaster's Association Nebraska Career Services Manual Posting	N	0
16	Nebraska Service for Visually Impaired 1313 Farnam Omaha, Nebraska 68102 Phone : 402-595-2041 Fax : 402-595-1008 Director of Placement	N	0
17	Nebraska Wesleyan University 5000 St. Paul Ave. Lincoln, Nebraska 68508 Phone : 402-465-2217 Email : career@nebrwesleyan.edu Fax : 1-402-465-2179 Geri Cotter	N	0
18	Nebraska Workforce Development 5717 F Street Omaha, Nebraska 68117 Phone : 402-595-3009 Url : www.nebraskaworkforce.com Email : ndol.omahawfd@nebraska.gov Fax : 1-402-595-2701 Peggy Kotschwar	N	0
19	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7263 Fax : 402-844-7400 RoseAnn Rogers	N	0
20	Ohio Center for Broadcasting/Colorado Media School 404 S. Upham Street Lakewood, Colorado 80026 Phone : 303-479-4908 Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	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
21	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0
22	South Asian Journalists Ass'n 2950 Broadway New York, New York 10027 Phone : 212-854-7837 Email : ss221@columbia.edu Fax : 212-854-7837 S. Sreenivasan	N	0
23	Univ. of Nebraska at Kearney Kearney, Nebraska 68849 Phone : 308-865-8501 Fax : 308-865-8882 Director of Placement	N	0
24	Vocation Rehabilitation Services 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2146 Email : m-stayer@vocrhhab.state.ne.us Fax : 402-595-1125 Maey Stayer	N	0
25	Wayne State College 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7527 Email : coop@wsc.edu Fax : 1-402-375-7072 Career Services	N	0
26	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
27	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>9</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	3/20/2018	Participation in events or programs sponsored by educational institutions	The Garden County High School Public Speaking Class sponsors a class designed to help students with public speech. The students were invited to co-host our morning talk show. Our SEU's Sales Manager was invited to speak to the class about his experiences in the radio business during which he shared information about the various career opportunities available in radio broadcasting.	2	Market Controller Sales Manager
2	4/19/2018	Participation in events sponsored by community groups	Our SEU hosted a local Boy Scout troop for a tour of our broadcast facilities. The tour was conducted by our Operations Manager, who provided the group with a behind-the-scenes look at our studios as well as an opportunity to ask questions about careers in radio broadcasting.	1	Operations Manager
3	6/14/2018	Participation in events sponsored by community groups	The Nebraska Edge Coalition sponsors a class designed to help community residents start and run their own businesses. Our SEU's Sales Manager was invited to speak to the class about his experiences in the radio business during which he shared information about the various career opportunities available in radio broadcasting.	1	Sales Manager
4	6/25/2018	Participation in events sponsored by community groups	The Nebraska Edge Coalition sponsors a class designed to help community residents start and run their own businesses. Our SEU's Sales Manager was invited to speak to the class about his experiences in the radio business during which he shared information about the various career opportunities available in radio broadcasting.	1	Sales Manager
5	7/16/2018	Participation in events sponsored by community groups	Our SEU hosted community members participating in a leadership class offered by the Ogallala/Keith County Chamber. The tour was conducted by our Market Controller who provided the group a behind-the-scenes look at our studios as well as an opportunity to ask questions about careers in radio broadcasting.	1	Market Controller

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6	8/2/2018	Establishment of an intern program designed to assist members of the community	From August 3rd through August 4th, 2018, our SEU hosted two high school students from Garden County High School, who observed and assisted our Sales Manager and Market Controller with remote broadcasts.	2	Sales Manager Market Controller
7	8/14/2018	Establishment of an intern program designed to assist members of the community	From August 14th through August 18th, 2018, our SEU hosted two high school students from Chase County High School, who observed and assisted our Sales Manager, Market Controller, and Operations Manager with remote broadcasts.	3	Sales Manager Market Controller Operations Manager