

**Grand Island**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2009 - January 29, 2010**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

| Job Title         | Recruitment Sources ("RS")<br>Used to Fill Vacancy  | RS Referring<br>Hiree |
|-------------------|---|-----------------------|
| Account Executive | 1, 5-17, 20-23, 25, 28-29, 31-39, 44-45,<br>47-50, 53-55, 58-60, 64-65, 69, 72-73,<br>76, 78, 81-82, 84-85, 88        | 20                    |
| Account Executive | 1, 5-17, 20-23, 25, 28-29, 31-39, 44-45,<br>47-50, 53-55, 58-60, 64-65, 69, 72-73,<br>76, 78, 81-82, 84-85, 88        | 34                    |
| Receptionist      | 1, 5-17, 21-23, 25, 28-29, 31-34, 36-39,<br>44-45, 47-50, 53-55, 58-60, 63-65, 69,<br>72-73, 76, 78, 81-82, 84-85, 88 | 34                    |
| Receptionist      | 1-19, 21-30, 32-34, 36-50, 53-62, 64-<br>79, 81-88  | 83                    |

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

| RS<br>Number | RS Information  | Source Entitled<br>to Vacancy<br>Notification?<br>(Yes/No) | No. of Interviewees<br>Referred by RS<br>Over<br>Reporting Period |
|--------------|---|--|---|
| 1            | Advance Services Inc.<br>3310 W. Capital Ave.<br>Grand Island, Nebraska 68803<br>Phone : 308.382.1500<br>Fax : 1-308-382-8458<br>Jackie Havel                       | N  | 0   |
| 2            | Advance Services Temporary  | N  | 1   |
| 3            | Asian American Journalists Assoc.<br>1765 Sutter St., Suite 1000<br>San Francisco, California 94115<br>Phone : NA<br>Fax :<br>Director of Placement                 | N  | 0   |
| 4            | Asian American Journalists Association<br>1182 Market St. Suite 320<br>San Francisco, California<br>Phone : 415-346-2051<br>Fax : 1---<br>Director of Placement n/a | N  | 0   |
| 5            | Associated Staffing<br>2222 W. 2nd St.<br>Grand Island, Nebraska 68803<br>Phone : 308.384.4885<br>Fax : 1-308-384-2556<br>Heidi Isley                               | N  | 0   |
| 6            | Bellevue University<br>1000 Galvin Rd. South<br>Bellevue, Nebraska 68005<br>Phone : 402-293-3775<br>Fax : 1-402-557-5438<br>Colleen Plasek                          | N  | 0   |
| 7            | Black Employees Assoc of OPPD<br>444 S. 16th St.Mall<br>Omaha, Nebraska<br>Phone : 402-636-2000<br>Fax : 402-636-3659<br>Richard Nettles                            | N  | 0   |

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|-----------|--|---|--|
| 8         | Broadcast Media Placement<br>147 Andersen Hall<br>Lincoln, Nebraska 68588<br>Phone : 402-472-3054<br>Fax : 402-472-8403<br>Rick Alloway  | N   | 0  |
| 9         | Buena Vista University<br>2700 College Rd.<br>Council Bluffs, Iowa 51503<br>Phone : 712-328-0788<br>Fax : 712-322-8604<br>Director of Placement                                      | N   | 0  |
| 10        | Career and Employment Services<br>Central Community College 3134 W. Highway 34<br>Grand Island, Nebraska 68803<br>Phone : 308.398.7408<br>Fax : 1-308-398-7398<br>Virginia Alschwede | N   | 0  |
| 11        | Career Services<br>Hastings College 710 N. Turner<br>Hastings, Nebraska 68901<br>Phone : 402.461.7400<br>Fax : 1-402-461-7474<br>Kim Graviette                                       | N   | 0  |
| 12        | Central Nebraska Goodwill Ind.<br>1804 S. Eddy St.<br>Grand Island, Nebraska 68801<br>Phone : 308.384.7896<br>Fax : 1-308-382-6802<br>Kelly Arends                                   | N   | 0  |
| 13        | Chadron State Colledge<br>1000 Main St.<br>Chadron, Nebraska 00000<br>Phone : 308-432-6439<br>Fax : 1-308-432-6439<br>Janet Hartman  | N   | 0  |
| 14        | City of Council Bluffs<br>209 Pearl St.<br>Council Bluffs, Iowa 51501<br>Phone : 712-328-4620<br>Fax : 712-322-9255<br>Director of Placement   | N   | 0  |

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|-----------|--|---|--|
| 15        | College of St. Mary<br>7000 Mercy Road<br>Omaha, Nebraska 68106<br>Phone : 402-399-2485<br>Fax : 1-402-399-2439<br>Lisa Crowder  | N   | 0  |
| 16        | Creighton Career Service Office<br>2500 California Plaza Harper Center-suite 2015<br>Omaha, Nebraska 68178<br>Phone : 402-280-3006<br>Fax : 1-402-280-3450<br>Lisa Brockhoff | N   | 0  |
| 17        | Dana College<br>2848 Cullen Dr.<br>Blair, Nebraska 68008<br>Phone : 402-426-7258<br>Fax : 402-426-7922<br>Director of Placement  | N   | 0  |
| 18        | Envoy<br>6910 Pacific St. #102<br>Omaha, Nebraska 68106<br>Phone : 402-558-0637<br>Fax :<br>Barb Ivey  | N   | 0  |
| 19        | Experience Unlimited<br>5404 Cedar<br>Omaha, Nebraska 68106<br>Phone : 402-595-3885<br>Fax :<br>Karen Johnson  | N   | 0  |
| 20        | Friend Reference   | N   | 1  |
| 21        | Future Directions YWCA<br>222 S. 29th St.<br>Omaha, Nebraska 68131<br>Phone : 402-345-6555<br>Fax : 402-345-0635<br>Director of Placement                                    | N   | 0  |

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|-----------|--|---|--|
| 22        | Goodwill Industries<br>6020 Maple St.<br>Omaha, Nebraska 68104<br>Phone : 402-551-4260<br>Fax : 402-552-9338<br>Casey Wolf                             | N   | 0  |
| 23        | Goodwill Industries Rehabilitation Facil.<br>3100 W.4th St.<br>Sioux City, Iowa<br>Phone : 712-258-4511<br>Fax : 712-258-7832<br>Director of Placement | N   | 0  |
| 24        | Hamilton College<br>3350 N. 90th St.<br>Omaha, Nebraska 68131<br>Phone : 402-572-8500<br>Fax :<br>Jennifer Crews                                       | N   | 0  |
| 25        | Hansen Employment Agency<br>610 W. 2nd St.<br>Grand Island, Nebraska 68801<br>Phone : 308.382.7350<br>Fax : 1-308-382-7427<br>Jack Hansen              | N   | 0  |
| 26        | Hutchinson Community College<br>1300 N. Plum<br>Hutchinson, Kansas 67501<br>Phone : 316-665-3495<br>Fax :<br>Betty Ann Kelly                           | N   | 0  |
| 27        | InRoads/Greather Omaha, Inc.<br>2223 Dodge St. 10th Floor<br>Omaha, Nebraska 68102<br>Phone : 402-348-1700<br>Fax :<br>Joyce Cooper                    | N   | 0  |
| 28        | Iowa Rehabilitation Area Office<br>300 W. Broadway, Suite 33<br>Council Bluffs, Iowa 51503<br>Phone : 712-328-3821<br>Fax : 712-325-0346<br>Pam Quandt | N   | 0  |

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|-----------|--|---|--|
| 29        | Iowa State Dept. of Human Services<br>822 Douglas St.<br>Sioux City, Iowa 51101<br>Phone : 712-255-0833<br>Fax : 712-255-2674<br>Director of Placement | N   | 0  |
| 30        | Iowa Western Community College<br>906 Sunnyside Ln.<br>Atlantic, Iowa 50022<br>Phone : 712-243-5527<br>Fax : 1---<br>none none                         | N   | 0  |
| 31        | Iowa Western Community College<br>2700 College Rd.<br>Council Bluffs, Iowa 51503<br>Phone : 712-325-3200<br>Fax : 712-325=3284<br>Hugh Irwin           | N   | 0  |
| 32        | Iowa Workforce Development<br>300 W. Broadway, Ste #13<br>Council Bluffs, Iowa 51503<br>Phone : 712-242-2100<br>Fax : 712-242-2155<br>Randy Brookhart  | N   | 0  |
| 33        | Kaplan University<br>5425 N. 103rd St<br>Omaha, Nebraska 68134<br>Phone : 402-431-6157<br>Fax : 1-402-431-6710<br>Diana Atkinson                       | N   | 0  |
| 34        | KSYZ/KROR<br>3532 W. Capital Avenue<br>Grand Island, Nebraska 68803<br>Phone : 308.381.1077<br>Fax : 1---<br>Jody Glover                               | N   | 5  |
| 35        | Local On Air Advertising   | N   | 4  |

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|-----------|---|---|--|
| 36        | Morningside College<br>1501 Morningside Ave.<br>Sioux City, Iowa 51102<br>Phone : 712-274-5000<br>Fax : 1-712-274-5101<br>Stacie Hays                                     | N   | 0  |
| 37        | N.E. Indian Community College<br>2451 St. Marys<br>Omaha, Nebraska 68105<br>Phone : 402-344-8428<br>Fax : 402-344-8358<br>Elan Cunningham                                 | N   | 0  |
| 38        | NAACP<br>2221 N. 24th St.<br>Omaha, Nebraska 68102<br>Phone : 402-453-9730<br>Fax : 402-453-9676<br>Director of Placement   | N   | 0  |
| 39        | National Academy of TV Arts & Sciences<br>2140 S. Ivanhoe St., Suite G-3.<br>Denver, Colorado 80222-5748<br>Phone : 303-722-0916<br>Fax : 1-303-722-0924<br>Audrey Elling | N   | 0  |
| 40        | National Assn' Hispanic Journalists<br>529 14th St. NW Ste. 634<br>Washington, District of Columbia 20045<br>Phone : NA<br>Fax :<br>Director of Placement                 | N   | 0  |
| 41        | National Association of Black Journalists<br>NA<br>NA, Alabama<br>Phone : NA<br>Fax : 1---<br>Director of Placement NA  | N   | 0  |
| 42        | National Director of Placement<br>The Ohio Center for Broadcasting 9000 Sweet Valley Drive<br>Valley View, Ohio 44125<br>Phone : 216-447-9117<br>Fax :<br>Gary James      | Y   | 0  |

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|-----------|--|---|--|
| 43        | Native American Journalism Assn<br>1433 E. Franklin Ave<br>Minneapolis, Minnesota 55404<br>Phone : NA<br>Fax : 1---<br>Gordon Regguinti                      | N   | 0  |
| 44        | NE Job Service/Experience Unlimited<br>5404 Cedar St.<br>Omaha, Nebraska 68106<br>Phone : 402-595-3865<br>Fax : 402-595-2525<br>Karen Johnson                | N   | 0  |
| 45        | Nebraska Broadcasters Assn<br>12020 Shamrock Plaza Suite 200<br>Omaha, Nebraska 68154<br>Phone : 402-778-5178<br>Fax : 402-778-5131<br>Marty Riemenschneider | N   | 0  |
| 46        | Nebraska Dept. Vocational Rehab.<br>1313 Farnam, 3rd Flr<br>Omaha, Nebraska 68102<br>Phone : 402-595-2655<br>Fax :<br>Marjorie Nelson                        | N   | 0  |
| 47        | Nebraska Job Service<br>5404 Cedar St.<br>Omaha, Nebraska 68106<br>Phone : 402-595-3894<br>Fax : 402-595-3051<br>Karen Johnson                               | N   | 0  |
| 48        | Nebraska Service for Visually Impaired<br>1313 Farnam<br>Omaha, Nebraska 68102<br>Phone : 402-595-2041<br>Fax : 402-595-1008<br>Director of Placement        | N   | 0  |
| 49        | Nebraska Wesleyan University<br>5000 St. Paul Ave.<br>Lincoln, Nebraska 68508<br>Phone : 402-465-2217<br>Fax : 1-402-465-2179<br>Geri Cotter                 | N   | 0  |

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| 50        | Nebraska Workforce Development<br>5717 F Street<br>Omaha, Nebraska 68117<br>Phone : 402-595-3009<br>Fax : 1-402-595-2701<br>Peggy Kotschwar               | N   | 0  |
| 51        | Nebraska Workforce Development<br>5717 F Street<br>Omaha, Nebraska 68817<br>Phone : 402-595-3894<br>Fax : 1-402-595-3051<br>Sterling Holmes               | N   | 0  |
| 52        | Nebraska Workforce Development<br>1306 W. 3rd St.<br>Grand Island, Nebraska 68801<br>Phone : 308.385.6300<br>Fax : 1-308-385-6029<br>Randy Kensinger      | N   | 2  |
| 53        | North Omaha Star Newspaper<br>2216 N. 24th St.<br>Omaha, Nebraska 68111<br>Phone : 402-346-4041<br>Fax : 402-346-4064<br>Charlene Spencer                 | N   | 0  |
| 54        | Northeast Community College<br>P.O. Box 469<br>Norfolk, Nebraska 68702<br>Phone : 402-844-7263<br>Fax : 402-844-7400<br>RoseAnn Rogers                    | N   | 0  |
| 55        | Northwest Missouri State University<br>800 University Drive<br>Maryville, Missouri 64468<br>Phone : 660-562-1250<br>Fax : 1-660-652-1384<br>Stacey Stokes | N   | 0  |
| 56        | NRG Media<br>2875 Mount Vernon Road SE<br>Cedar Rapids, Iowa 52403<br>Phone : 319-398-8119<br>Fax : 1---<br>Dawn Novotny                                  | N   | 0  |

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| 57        | NRG Media, LLC<br>2875 Mount Vernon Rd SE<br>Cedar Rapids, Iowa 52403<br>Phone : (319) 398-8106<br>Fax : 1---<br>Jessica Link                                 | N   | 0  |
| 58        | Ohio Center for Broadcasting, Co. Campus<br>5800 W. Alameda Ave. Suite A<br>Denver, Colorado 80226<br>Phone : 303-937-7070<br>Fax : 303-975-0386<br>Dan Smith | N   | 0  |
| 59        | Omaha Assoc. of Blac Journalists<br>27th & Douglas Sts.<br>Omaha, Nebraska 68131<br>Phone : 402-978-8960<br>Fax : 402-978-8931<br>Ben Gray                    | N   | 0  |
| 60        | Omaha CIC<br>2724 N. 24th St.<br>Omaha, Nebraska 68111<br>Phone : 402-457-4222<br>Fax : 402-457-6635<br>Director of Placement                                 | N   | 0  |
| 61        | Omaha Workforce Development<br>2431 N. 24th St.<br>Omaha, Nebraska 68110<br>Phone : 402-444-3517<br>Fax :<br>Deb Lowry  | N   | 0  |
| 62        | Omaha World-Herald<br>14th & Dodge<br>Omaha, Nebraska 68131<br>Phone : 402-342-6633<br>Fax :<br>Debbie Quaas  | N   | 0  |
| 63        | Recruitment ads on air  | N   | 7  |

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|-----------|---|---|--|
| 64        | Sioux City American Indian Center<br>510 Water St.<br>Sioux City, Iowa 51101<br>Phone : 712-255-8957<br>Fax : 712-255-8957<br>Director of Placement | N   | 0  |
| 65        | South Asian Journalists Ass'n<br>2950 Broadway<br>New York, New York 10027<br>Phone : 212-854-7837<br>Fax : 212-854-7837<br>S. Sreenivasan          | N   | 0  |
| 66        | Southeast Community College<br>600 State St.<br>Milford, Nebraska<br>Phone : 800-933-7223<br>Fax :<br>Gerald R. Eigsti                              | N   | 0  |
| 67        | TV Jobs.com<br>Alabama<br>Phone : NA<br>Fax :<br>Director of Placement  | N   | 0  |
| 68        | TvB.org Job Bank<br>Alabama<br>Phone : NA<br>Fax :<br>Director of Placement   | N   | 0  |
| 69        | Univ. of Neraska at Kearney<br>Kearney, Nebraska 68849<br>Phone : 308-865-8501<br>Fax : 308-865-8882<br>Director of Placement                       | N   | 0  |
| 70        | University of NE at Kearney<br>Kearney, Nebraska<br>Phone : 308-865-8249<br>Fax :<br>Keith Terry  | N   | 0  |

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|-----------|---|---|--|
| 71        | University of Sioux Falls<br>1101 W. 22nd St.<br>Sioux Falls, South Dakota<br>Phone : 605-331-6740<br>Fax :<br>Mark Patterson                               | N   | 0  |
| 72        | UNK Career Services<br>University of Nebraska-Kearney 905 W. 25th<br>Kearney, Nebraska 68849<br>Phone : 308-865-8501<br>Fax : 1-308-865-8882<br>Nancy Kneen | N   | 0  |
| 73        | UNL<br>147 Andersen Hall<br>Lincoln, Nebraska<br>Phone : 402-472-7211<br>Fax : 402-472-8403<br>Richard Alloway  | N   | 0  |
| 74        | UNL College of Business Administration<br>P.O. Box 880405<br>Lincoln, Nebraska<br>Phone : 402-472-3382<br>Fax :<br>Zoe Olson, Pub. Rel                      | N   | 0  |
| 75        | UNO<br>ASH 108, 6001 Dodge St.<br>Omaha, Nebraska<br>Phone : 402-554-4855<br>Fax :<br>Prof. Mike Hilt   | N   | 0  |
| 76        | UNO Student Hispanic Organization<br>Omaha, Nebraska 68110<br>Phone : 402-554-2333<br>Fax : 402-554-3388<br>Director of Placement                           | N   | 0  |
| 77        | UNO Television<br>60th & Dodge St.<br>Omaha, Nebraska<br>Phone : 402-554-2516<br>Fax :<br>Jim Adams   | N   | 0  |

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| 78        | Urban League of Nebraska<br>3022 N. 24th<br>Omaha, Nebraska 68110<br>Phone : 402-453-9730<br>Fax : 1-402-453-9676<br>Damien Coran              | N   | 0  |
| 79        | Vatterott College<br>5141 F St.<br>Omaha, Nebraska 68137<br>Phone : 402-731-3636<br>Fax : 1---<br>Justin Mackling                              | N   | 0  |
| 80        | Vatterott College<br>5318 S. 136th St.<br>Omaha, Nebraska 68137<br>Phone : 402-891-8411<br>Fax :<br>Diane Lee, Dir                             | N   | 0  |
| 81        | Vocation Rehabilitation Services<br>1313 Farnam, 3rd Flr<br>Omaha, Nebraska 68102<br>Phone : 402-595-2146<br>Fax : 402-595-1125<br>Maey Stayer | N   | 0  |
| 82        | Vocational Rehabilitation<br>14714 N. 42nd St.<br>Omaha, Nebraska 68131<br>Phone : 402-595-2100<br>Fax : 402-595-1125<br>Deb Dickson           | N   | 0  |
| 83        | Walk In  | N   | 1  |
| 84        | Wayne State College<br>1111 Main St.<br>Wayne, Nebraska 68787<br>Phone : 402-375-7527<br>Fax : 1-402-375-7072<br>Terri Heggemeyer              | N   | 0  |

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| 85   | Western Ia. Tech. Comm. College<br>4647 Stone Ave.<br>Sioux City, Iowa 51106<br>Phone : 712-274-6407<br>Fax : 1-712-274-6407<br>Lori Knight | N   | 0  |
| 86   | WetFeet Recruiters<br>Alabama<br>Phone : NA<br>Fax :<br>Director of Placement   | N   | 0  |
| 87   | YMCA-Transitions Program<br>222 S. 29th St.<br>Omaha, Nebraska<br>Phone : 402-345-6555<br>Fax :<br>Beth Nimmo, Coord.                       | N   | 0  |
| 88   | YWCA<br>222 S. 29th St.<br>Omaha, Nebraska 68131<br>Phone : 402-345-6555<br>Fax : 402-345-0635<br>Beth Nimmo, Coord.                        | N   | 0  |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |   | <b>21</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  | 3/11/2009   | Participation in scholarship programs                  | Nebraska Broadcasters Association Foundation Student Scholarship Program  | 1                                   | Dan Zabka   | 1.00          |
| 2  | 4/16/2009   | Provision of training to management                    | One hour live webinar training on FCC EEO requirement to announce job openings to all referral agencies and minority organizations, and the values 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. | 2                                   | Jody Glover<br>Promotions Director<br>Joy Myers<br>Office Manager | 1.00          |
| 3  | 8/13/2009   | Provision of training to management                    | EEO Training Seminar sponsored by the Nebraska Broadcasters Association on what the EEO rules are, what actions an employer must take each time they have a vacancy, and on an ongoing basis  | 1                                   | Judy Polacek<br>Business Manager                                  | 1.00          |
| <b>TOTAL POINTS OVER REPORTING PERIOD:</b> |             |  |   |                                     |   | <b>3.00</b>   |