

**2020 EEO PUBLIC FILE WJAG/KEXL/KQKX**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 31, 2021**

**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
Continuity/Production Open Date: 7/30/2020 Hire Date: 8/11/2020	1-2, 4-5, 7-8, 10, 13-14, 16-26, 28-30	13
Continuity/Production Open Date: 10/14/2020 Hire Date: 12/7/2020	2-16, 18-30	13

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<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	Advance Services 1302 Riverside Blvd Norfolk, Nebraska 68701 Phone : 402.379.9823 Url : <a href="http://www.advanceservices.com/">http://www.advanceservices.com/</a> Email : <a href="mailto:rachels@advanceservices.com">rachels@advanceservices.com</a> Fax : 1-402-379-2000 Rachel Stolp  Prong 2 Start Date: 12/13/2004	Y	0
2	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 760-754-8117 Url : <a href="http://amfmjobs.com">amfmjobs.com</a> Email : <a href="mailto:jobs@amfmjobs.com">jobs@amfmjobs.com</a> Fax : 1-760-754-2115 Mark Halloway  Prong 2 Start Date: 4/13/2005	Y	0
3	College of St. Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : <a href="mailto:careercenter@CSM.edu">careercenter@CSM.edu</a> Career Services	N	0
4	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 720-897-7528 Url : <a href="http://beonair.com">beonair.com</a> Email : <a href="mailto:dbyrd@beonair.com">dbyrd@beonair.com</a> Debbie Byrd  Prong 2 Start Date: 4/16/2019	Y	0

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<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>
5	Employment Enterprises, Inc PO Box 303 307 NW 9th Ave Little Falls, Minnesota 56345 Phone : 320-632-9251 Url : None Email : eei@upstel.net Fax : 1-320-632-9252 Bryon Quinn	N	0
6	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
7	Main Street Marketing & Promotion 4517 Minnetonka Blvd #104 Minneapolis, Minnesota 55416 Phone : 952-927-6427 Url : www.main-st.net Email : tomk@main-st.net Fax : 1-952-927-4487 Tom Kay	N	0
8	Nebraska Broadcasters Association 12020 Shamrock Plaza, Suite 333 Omaha, Nebraska 68154 Phone : 402-778-5178 Url : ne-ba.org Email : jim@ne-ba.org Fax : 1-402-778-5131 Jim Timm  Prong 2 Start Date: 11/26/2004	Y	0
9	Nebraska Wesleyan University 5000 St. Paul Ave. Lincoln, Nebraska 68504 Phone : 402-465-2224 Email : career@nebrwesleyan.edu Heather Hoops	N	0

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10	Nebraska Workforce Development 105 E. Norfolk Avenue Norfolk, Nebraska 68701 Phone : 402-370-3204 Url : dol.state.ne.us Email : meghann.buresh@nebraska.gov Fax : 1-402-370-4431 Meghann Buresh	N	0
11	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
12	Norfolk Area Recruiters 1000 W. Norfolk Avenue Norfolk, Nebraska 68701 Phone : 402.750.2183 Url : norfolkarea.org Email : info@norfolkarea.org Patti Knobbe	N	1
13	Norfolk Daily News 525 Norfolk Avenue PO Box 977 Norfolk, Nebraska 68702 Phone : 402-371-1020 Url : norfolkdailynews.com Email : ndnews@norfolkdailynews.com Fax : 1-402-371-5802 Vickie .	N	7
14	Northeast Community College 801 E. Benjamin Ave. PO Box 469 Norfolk, Nebraska 68702-0469 Phone : 402-371-2020 Url : northeastcollege.com Email : amy@northeast.edu Fax : 1-402-778-5131 Amy Koehler  Prong 2 Start Date: 11/24/2004	Y	0

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15	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0
16	South Dakota Broadcasters Association PO Box 1037 Pierre, South Dakota 57501 Phone : 605-224-1034 Url : sdba.org Email : steve@willardandassociates.com Fax : 1-605-224-7426 Steve Willard	N	0
17	Staffco 1106 Benjamin Avenue Suite 1000 Norfolk, Nebraska 68701 Phone : 402-379-5200 Url : staffco.net Fax : 1-402-379-1177 Cheryl Bulckens  Prong 2 Start Date: 12/13/2004	Y	0
18	Star Herald Publishing 1405 Broadway PO Box 1709 Scottsbluff, Nebraska 69361 Phone : 800-846-6102 Url : starherald.com Email : doug.southard@starherald.com Fax : 1-308-632-9001 Doug Southard	N	0
19	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	0

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20	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Anna Romero	N	0
21	University of Kansas 1601 Irving Hill Road 110 Burge Union Lawrence, Kansas 66045 Phone : 785-864-7672 Url : ku.edu Email : kucareer@ku.edu Fax : 1-785-864-4572 Liz Caldwell	N	0
22	University of Missouri 100 Corporate Lake Dr. Columbia, Missouri 65211 Phone : 573-882-6898 Url : missouri.edu Email : recruiting@missouri.edu Fax : 1-573-884-1198 Sonda Rippetto	N	0
23	University of Nebraska 147 Andersen Hall Lincoln, Nebraska 68588-0131 Phone : 402-472-5768 Url : unl.edu Email : ralloway1@unl.edu Fax : 1-402-472-8403 Rick Alloway  Prong 2 Start Date: 11/24/2004	Y	0

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24	University of Nebraska/Kearney 905 W. 25th Kearney, Nebraska 68849 Phone : 308-865-8501 Url : unk.edu Email : careerserv@unk.edu Fax : 1-308-865-8882 Joni Weed  Prong 2 Start Date: 11/24/2004	Y	0
25	University of South Dakota 414 E. Clark Vermillion, South Dakota 570692390 Phone : 605-677-5201 Url : usd.edu Email : cdc@usd.edu Fax : 1-605-677-6323 Ellen Dickey  Prong 2 Start Date: 8/8/2005	Y	0
26	Urban League of Nebraska 3022 N. 24th Omaha, Nebraska 68110 Phone : 402-453-9730 Url : urbanleagueneb.org Email : mthomas@urbanleagueneb.org Fax : 1-402-453-9676 M. Thomas	N	0
27	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

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28	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 800-228-9972 Url : wsc.edu Email : coop@wsc.edu Fax : 1-402-375-7072 Jason Barelman  Prong 2 Start Date: 11/26/2004	Y	0
29	WJAG AM P.O. Box 789 Norfolk, Nebraska 68702-0789 Phone : 402.371.0780 Email : jeffrey@wjag.com Fax : 1-402-371-6303 Jeffrey Steffen	N	3
30	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0



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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****b. Exemptions or Other Sources of Candidate Referral**

<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>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</b>

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	<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	12/31/2020	Participation in other activities designed by the station employment unit	Aired 262-30" ads on WJAG/262-30" ads on KEXL and 262-30" ads on KQKX recruiting employers/or organizations who would like to be notified of job openings with our stations	1	Jeffrey Steffen General manager	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>1.00</b>