

**KSID, KSID-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2022 - January 31, 2023**

**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>
Morning Show Host-Programming	1-5, 7-10, 12-13, 16-23, 25-34	13
News Reporter	1-7, 9-34	24

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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	All Access Media PO Box 6587 Malibu, California 90264 Url : allaccess.com M Parvis Manual Posting	N	0
2	Career and Employment Services Central Community College 3134 W. Highway 34 Grand Island, Nebraska 68803 Phone : 308.398.7408 Email : gheath@cccneb.edu Fax : 1-308-398-7398 Glenda Heath	N	0
3	Central Community College 4500 63rd Street Columbus, Nebraska 68601 Phone : 402 562-1210 Url : http://www.cccneb.edu Email : lhastreiter@cccneb.edu Lora Hastreiter	N	0
4	Cheyenne County Chamber of Commerce 740 Illinois St Sidney, Nebraska 69162 Phone : (308) 254-5851 Url : http://www.cheyennecountychamber.com/ Email : director@cheyennecountychamber.com Hope Feeney	N	0
5	Columbus Chamber of Commerce 764 33rd Avenue Columbus, Nebraska 68601 Phone : 402-564-2769 Url : http://www.thecolumbuspage.com Email : chamber@megavision.com Fax : 1-402-564-2026 K.C. Belitz	N	0
6	Columbus News Team - NCN 48 1363 26th Ave Columbus, Nebraska 68601 Phone : 402-562-5548 Url : http://columbusnewsteam.com/ Christina Sirek Manual Posting	N	0

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7	Concordia University 800 N. Columbus Avenue Seward, Nebraska 68434 Phone : 402-643-7226 Url : <a href="http://www.cune.edu">http://www.cune.edu</a> Email : <a href="mailto:corey.gray@cune.edu">corey.gray@cune.edu</a> Corey Gray	N	0
8	Current Employee/Internal Promotion	N	1
9	Doane College 1014 Boswell Ave Crete, Nebraska 68333 Phone : 402-826-8572 Url : <a href="http://www.doane.edu">http://www.doane.edu</a> Fax : 1-402-826-8278 Chris Jones	N	0
10	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : <a href="mailto:bivey@envoyinc.com">bivey@envoyinc.com</a> Barb Ivey	N	0
11	Handshake Career Services 225 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-8992 Url : <a href="https://careers.unl.edu/handshake#employers">https://careers.unl.edu/handshake#employers</a> Kris Scanlon Manual Posting	N	0
12	Hastings College Career Services P.O. Box 269 Hastings, Nebraska 68902 Phone : 402-461-7387 Email : <a href="mailto:kgraviette@hastings.edu">kgraviette@hastings.edu</a> Kimberly Graviette	N	0
13	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78731 Url : <a href="http://www.indeed.com/">http://www.indeed.com/</a> Mary Ellen Dugan Manual Posting	N	2

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14	KNEN-FM, Red Beacon Communications, LLC 214 N. 7th Street Suite 1 Norfolk, Nebraska 68701 Phone : 4023710100 Url : www.94rock.fm Angela Stenger Manual Posting	N	0
15	KUSO-FM, Flood Communications, LLC 214 N. 7th Street Suite 1 Norfolk, Nebraska 68701 Phone : 4023710100 Url : www.us92.com Angela Stenger Manual Posting	N	0
16	Latino Center of the Midlands 4821 South 24th Street Omaha, Nebraska 68107 Phone : 402-733-2720 Url : www.latinocenterofthemidlands.org Email : rvallecillo@latinocenterofthemidlands.org Fax : 1-402-733-6720 Reyna Vallecillo	N	0
17	Mid Plains Community College 1101 Halligan Drive North Platte, Nebraska 69101 Phone : 308.535.3619 Url : http://www.mpcc.edu Email : careerservices@mpcc.edu Fax : 1-308-534-5767 Career Services	N	0
18	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5254 Url : http://www.morningside.edu Email : hays@morningside.edu Stacie Hays	N	0

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19	Nebraska Broadcasters Association 11414 West Center Road Suite 342 Omaha, Nebraska 68144 Phone : 4029335995 Url : <a href="http://www.ne-ba.org">www.ne-ba.org</a> Jim Timm Manual Posting	N	0
20	Nebraska Department of Labor 105 Norfolk Avenue Norfolk, Nebraska 68701 Phone : 402-370-4293 Url : <a href="http://www.dol.nebraska.gov">http://www.dol.nebraska.gov</a> Email : <a href="mailto:becky.maggart@nebraska.gov">becky.maggart@nebraska.gov</a> Becky Maggart	N	0
21	Neligh Chamber of Commerce P.O. Box 266 Neligh, Nebraska 68756 Phone : 402-887-4447 Url : <a href="http://www.neligh.net">http://www.neligh.net</a> Email : <a href="mailto:nelighchamberofcommerce@gmail.com">nelighchamberofcommerce@gmail.com</a> Melissa Smith	N	0
22	Norfolk Now 609 W. Norfolk Ave. Norfolk, Nebraska 68701 Phone : 402-371-4862 Url : <a href="http://www.norfolknow.org/">http://www.norfolknow.org/</a> Amanda Barfuss Manual Posting	N	0
23	Northeast Community College 801 E. Benjamin Ave. Norfolk, Nebraska 68701 Phone : 402-844-7263 Url : <a href="http://www.northeast.edu">http://www.northeast.edu</a> Email : <a href="mailto:terrih@northeast.edu">terrih@northeast.edu</a> Terri Heggemeyer	N	0
24	Other Source	N	1

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25	Pierce Chamber of Commerce P.O. Box 82 Pierce, Nebraska 68767 Url : <a href="http://www.ptcnet.net/pierce/community/chamber.htm">http://www.ptcnet.net/pierce/community/chamber.htm</a> Email : <a href="mailto:cityadm@ptcnet.net">cityadm@ptcnet.net</a> Career Services	N	0
26	Schulyer Chamber of Commerce 1107 B Street Schuyler, Nebraska 68661 Phone : 402-352-5472 Url : <a href="http://www.schuylernerbraska.net/chamber.asp">http://www.schuylernerbraska.net/chamber.asp</a> Email : <a href="mailto:schuylchamber@gmail.com">schuylchamber@gmail.com</a> Lora Johnson	N	0
27	Siouxland Chamber of Commerce 101 Pierce Street Sioux City, Iowa 51101 Phone : 712-255-7903 Url : <a href="http://www.siouxlandchamber.com">http://www.siouxlandchamber.com</a> Email : <a href="mailto:chamber@siouxlandchamber.com">chamber@siouxlandchamber.com</a> Mary Koster	N	0
28	UNL - College of Journalism 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Email : <a href="mailto:ralloway1@unl.edu">ralloway1@unl.edu</a> Fax : 1-402-472-8403 Rick Alloway	N	0
29	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7425 Url : <a href="http://www.wsc.edu">http://www.wsc.edu</a> Email : <a href="mailto:careerservices@wsc.edu">careerservices@wsc.edu</a> Fax : 1-402-375-7072 Jason Barelman	N	0

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30	West Point Chamber of Commerce 200 Anna Stalp Avenue West Point, Nebraska 68788 Phone : 402-372-2981 Url : <a href="http://www.westpointchamber.com">http://www.westpointchamber.com</a> Email : <a href="mailto:info@westpointchamber.com">info@westpointchamber.com</a> Fax : 1-402-372-1105 Tina Biteghe Bi Ndong	N	0
31	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
32	Yankton College 1801 Summit Street Yankton, Nebraska 57078 Phone : 605-665-3661 Url : <a href="http://www.yanktoncollege.edu">http://www.yanktoncollege.edu</a> Email : <a href="mailto:jan@yanktoncollege.org">jan@yanktoncollege.org</a> Janelle Garrity	N	0
33	York College 1125 East 8th Street York, Nebraska 68467 Phone : 402-363-5675 Url : <a href="http://www.york.edu">www.york.edu</a> Email : <a href="mailto:tlwyatt@york.edu">tlwyatt@york.edu</a> Fax : 1-402-636-5623 Tracey Wyatt	N	0
34	York College 1125 E. 8th Street York, Nebraska 68467 Phone : 402-363-5600 Url : <a href="http://www.york.edu">http://www.york.edu</a> Email : <a href="mailto:develop@york.edu">develop@york.edu</a> Alumni Office	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</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	2/28/2022	Participation in scholarship programs	In 2022, the NBA Foundation is offering two, \$2,000.00 scholarships to assist students enrolled in broadcasting-related educational programs at four-year public or private colleges and universities. Students who meet the following eligibility requirements are encouraged to apply. Completed applications and all required materials must be received at the NBA office no later than March 1, 2022.	1	Station Manager
2	3/21/2022	Participation in scholarship programs	In 2022, the NBA Foundation is offering two, \$2,000.00 scholarships to assist students enrolled in broadcasting-related educational programs at four-year public or private colleges and universities. Students who meet the following eligibility requirements are encouraged to apply. Completed applications and all required materials must be received at the NBA office no later than March 1, 2022.	1	Station Manager
3	9/8/2022	Establishment of a mentoring program	Worked with a local high school to bring on one of their students as an intern. The intern works two hours per week in news, sports, programming and sales.	1	Station Manager
4	1/5/2023	Participation in Job Fairs	This online initiative allows NBA member stations to participate in a quarterly recruitment effort. The week-long nature of the Virtual Job Fair (VJF) helps stations target potential employees, especially candidates who can't or won't attend a physical job fair in the typical short, four-hour window. During the week of the VJF, your hiring agent will receive applications from visitors to the site via email. In addition, your hiring agent may be contacted by visitors requesting more information about a specific job or the industry in general via an online comment form that keeps your email address confidential. It is required that an actual hiring agent is ready to respond to such inquiries.	1	Human Resources