

## **Annual EEO Public File Report Form**

KFOR KFRX KLMS KZKX KTGL KIBZ

### **Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KFOR, KFRX, KLMS, KZKX, KTGL and KIBZ in Lincoln, NE, and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning January 1, 2008 to and including January 20, 2009 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

**FULL-TIME JOB VACANCIES FILLED BY  
STATION DURING ANNUAL REPORTING PERIOD  
Lincoln KFOR, KLMS, KZKX, KFRX, KTGL, KIBZ 2008 - 2009**

	<b>Job Title</b>	<b>Date Position Opened</b>	<b>Date Position Filled</b>	<b>Total Number of People Interviewed</b>	<b>Recruitment Source that Referred Hiree</b>
1	KFOR Announcer/Sales	3/14/2008	4/9/2008	4	Friend
2	Account Executive	12/23/2007	1/28/2008	3	Friend
3	Sales	3/1/2008	3/13/2008	3	Referral
4	Account Executive	1/1/2008	2/4/2008	3	Referral
5	Account Executive	2/4/2008	2/21/2008	1	Friend
6	Accounts Payable	1/14/2008	2/19/2008	2	Newspaper
7	Accountant	4/1/2008	6/11/2008	11	NE Workforce/Newspaper
8	Collections	5/9/2008	N/A	0	N/A
9	Payroll Specialist	5/9/2008	7/7/2008	7	Newspaper
10	Account Executive	7/2/2008	7/23/2008	2	Friend
11	Account Executive	9/8/2008	10/2/2008	4	School or College
12	Account Executive	9/1/2008	9/15/2008	5	School or College
13	Account Executive	5/26/2008	6/16/2008	3	Friend
14	Account Executive	9/22/2008	11/17/2008	1	Friend
15	Account Executive	9/1/2008	10/6/2008	4	Personal decision to apply
16	Account Executive	12/1/2008	12/16/2008	2	Friend
17	KTGL Announcer	8/1/2008	8/15/2008	1	Promotion within
18	Account Executive	8/18/2008	9/26/2008	4	Employee
19	Traffic Manager	6/2/2008	6/16/2008	10	Promotion within
20	Receptionist	8/1/2008	8/27/2008	4	Friend
21	News Anchor	10/15/2008	10/27/2008	2	Former Employee

Appendix 1 to  
Annual EEO Public File Report Form  
Covering the Period from January 1, 2008 to January 20, 2009  
Station(s) Comprising Station Employment Unit: KFOR, KFRX, KLMS, KTGL, KIBZ, KZKX

Section 1: Vacancy Information

	<b>Full-time Positions Filled By Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees from All Sources for This Position</b>
1	KFOR Announcer/Sales	Friend	4
2	KFOR Account Executive	Friend	3
3	Sales	Referral	3
4	Account Executive	Referral	3
5	Account Executive	Friend	1
6	Accounts Payable	Newspaper	2
7	Accountant	NE Workforce/Newspaper	11
8	Collections	N/A	0
9	Payroll Specialist	Newspaper	7
10	Account Executive	Friend	2
11	Account Executive	School or College	4
12	Account Executive	School or College	5
13	Account Executive	Friend	3
14	Account Executive	Friend	1
15	Account Executive	Personal decision to apply	4
16	Account Executive	Friend	2
17	KTGL Announcer	Promotion within	1
18	Account Executive	Employee	4
19	Traffic Manager	Promotion within	10
20	Receptionist	Friend	4
21	News Anchor	Former Employee	2
Total Number of Persons Interviewed During Applicable Period:			76

Appendix 2 to

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Covering the Period from January 1, 2008 to January 20, 2009

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Section 2: Recruitment Source Information

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (if any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
1	KFOR Advertisement 3800 Cornhusker Hwy Lincoln, NE 68504 402-466-1234		
2	KFRX Advertisement 3800 Cornhusker Hwy Lincoln, NE 68504 402-466-1234	1	
3	KLMS Advertisement 3800 Cornhusker Hwy Lincoln, NE 68504 402-466-1234		
4	KIBZ Advertisement 3800 Cornhusker Hwy Lincoln, NE 68504 402-466-1234	3	
5	Radio (non-specific)	5	
6	Employee/Friend Referral	22	11
7	Internal Promotion	3	2
8	Internet (non-specific)	2	
9	Internet - Threeeagles.com	2	1
10	Job Fair	2	
11	Personal Decision To Apply	5	1
12	Allaccess.com 28955 Pacific Coast Hwy Malibu, CA 90265		
13	Lincoln Journal-Star 928 P St Lincoln, NE 68508 402-473-7300	18	3

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Section 2: Recruitment Source Information

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (if any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
14	NebraskaRadio.com		
15	*Adecco Employment Service Attn: Kristine Lawrence 6940 O St #220 Lincoln, NE 68510 <a href="mailto:kristine.lawrence@adeccona.com">kristine.lawrence@adeccona.com</a> 402-467-5252		
16	*The Art Institute of Colorado Attn: Nancy Rider 1200 Lincoln St Denver, CO 80203 <a href="mailto:ridern@aii.edu">ridern@aii.edu</a> 303-824-4907		
17	*Hamilton College-Lincoln Daryl Hodgeveen PO Box 82826 Lincoln, NE 68501 <a href="mailto:dhodgeveen@lincolnschoolofcommerce.com">dhodgeveen@lincolnschoolofcommerce.com</a> 402-474-5302 (fax)		
18	*NE Wesleyan Univ Career Ctr Geri Cotter 5000 St Paul Ave Lincoln, NE 68504 <a href="mailto:career@nebrwesleyan.edu">career@nebrwesleyan.edu</a> 402-465-2109 (fax)		
19	*NE Comm for Blind & Visual Shane Buresh 4600 Valley Rd, Ste 100 Lincoln, NE 68516-4844 402-471-2891		
20	*Clyde Malone Community Ctr Attn: Nate Woods		

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Section 2: Recruitment Source Information

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (if any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
	2302 U St Lincoln, NE 68503 <a href="mailto:dj_icecream_man@yahoo.com">dj_icecream_man@yahoo.com</a> 402-474-1112		
21	*Southeast Community College Lynn Willey 8800 O St Lincoln, NE 685201299 <a href="mailto:lwilley@southeast.edu">lwilley@southeast.edu</a> 402-437-2622		

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Section 2: Recruitment Source Information

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (if any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
22	*Doane College Attn: Brenda Kastens 303 N 52nd St Lincoln, NE 68504 <a href="mailto:brenda.kastens@doane.edu">brenda.kastens@doane.edu</a> 402-466-4228		
23	*UNK Career Services Nancy Kneen MSAB 140 Kearney, NE 68849-2320 <a href="mailto:careerserv@unk.edu">careerserv@unk.edu</a> 308-865-8501		
24	*UNL Career Services Tania Greene 230 Nebraska Union, PO Box 880451 Lincoln, NE 68588-0451 <a href="mailto:tgreene2@unl.edu">tgreene2@unl.edu</a> 402-472-3145	2	2
25	*Workforce Development Office Attn: Workforce Coordinator 1010 N St, PO Box 194 Lincoln, NE 68508 <a href="mailto:charrah@dol.state.ne.us">charrah@dol.state.ne.us</a> 402-471-9776 (fax)	5	1
26	*Excel Personnel Attn: Cheryl Anthony 5627 O St Lincoln, NE 68510 <a href="mailto:cheryl_excel@neb.rr.com">cheryl_excel@neb.rr.com</a> 402-441-4074		
27	*HR Connex Attn: Cory Barnes		

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Section 2: Recruitment Source Information

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (if any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
	300 S 68th St Pl., Ste 100 Lincoln, NE 68510 <a href="mailto:cbarnes@hrconnex.net">cbarnes@hrconnex.net</a> 402-441-3090		
28	*Lincoln-Lancaster Women's Com Attn: Karen Wansley 440 S 8th St, Ste 100 Lincoln, NE 68508 <a href="mailto:kwansley@ci.lincoln.ne.us">kwansley@ci.lincoln.ne.us</a> 402-441-6828		
29	*Mature Resources Attn: Angie Kjeldgaard 11707 M Cir Omaha, NE 68137 <a href="mailto:angie@mature-resources.com">angie@mature-resources.com</a> 402-476-4949		
30	*NE Comm on Status of Women Attn: Connie Snider PO Box 94985 Lincoln, NE 68509-4985 <a href="mailto:ncswmail@mail.state.ne.us">ncswmail@mail.state.ne.us</a> 402-471-5655		
31	*Northeast Community College Attn: Rose Ann Rogers PO Box 469 Norfolk, NE 68702-0469 <a href="mailto:roseann@northeastcollege.com">roseann@northeastcollege.com</a> 402-844-7400		
32	*Rape/Spouse Abuse Crisis Ctr Attn: Nancy Bowen 2534 N St Lincoln, NE 68510-1250		

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Section 2: Recruitment Source Information

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (if any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
33	*Lincoln Action Program Attn: Jennifer Light 210 O St Lincoln, NE 68508 <a href="mailto:jligh@lincoln-action.org">jligh@lincoln-action.org</a> 402-471-4844		
34	Omaha World Hearld 1134 Dodge Street Omaha, NE 68102 402-346-3363		
35	Thrifty Nickel Want Ads Newspaper 1240 North 48th Street Lincoln, NE 68504 <a href="mailto:americanclassifieds@binary.net">americanclassifieds@binary.net</a> 402-466-8502		
36	Anit Defamation League of Bnai Birth 333 S. 132nd Street Omaha, NE 68514 402-333-1303		

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	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (if any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
37	Lincoln Chamber of Commerce 1135 M Street Ste 200 Lincoln, NE 68508 402-436-2350		
38	Transfer from another TEC market	2	
39	Indeed.com	1	
40	Yahoo Jobs	3	
	<b>Total:</b>	<b>76</b>	<b>21</b>

\* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from January 1, 2008 to January 20, 2009

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Station(s) Comprising Station Employment Unit: KFOR, KFRX, KLMS, KTGL,  
KIBZ, KZKX

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by KFOR, KFRX, KLMS, KTGL, KIBZ, KZKX

- **PARTICIPATE IN FOUR EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS:**

2/12/08 Joy Patten spoke to University of Nebraska Media sales class regarding radio and careers in radio.

4/29/08 Steve Wright spoke with two health classes at Lincoln East high school about his experiences with drugs and alcohol and the effects it has on your life.

5/15/08 Steve Wright spoke to students at Lincoln East High School about drug use. He also talked about broadcasting and its future.

9/25/08 Tim Sheridan spoke to a broadcasting class at University of Nebraska – Lincoln. He discussed the future of radio and how it is a changing medium.

10/21/08 Steve Wright spoke to students at Lincoln East High School about drug use, the music industry, and broadcasting.

- **PARTICIPATE IN GENERAL OUTREACH EFFORTS:**

Radio advertisement – of career opportunities – Open invitation to be on our employment list to be notified

An ad in the Thrifty Nickel with all areas of employment advertised to the general public on an ongoing basis.

- **PARTICIPATE IN TWO JOB FAIRS:**

2/27/08 Mark Taylor had a booth at the Doane College Career Fair where he invited graduating seniors and students wanting to participate in our

internships program in to interview, sign forms, and learn about Three Eagles Communications, Inc.

8/14/08 Tim Sheridan participated in the Three Eagles job fair located at the Nebraska Broadcasters Association booth. He accepted several resumes for future consideration. He talked with several broadcasting students who came by about the future of broadcasting.

- **ESTABLISH AN INTERSHIP PROGRAM:**

Natalie Anis was an intern for Broadcasting from February through April.

- **ESTABLISH A TRAINING PROGRAM TO ACQUIRE HIGHER SKILLS**

Three Eagles provides training for Sellers on annual and weekly basis. Each year during the first week of January a conference is held where all sellers are required to attend. During the 2 days of meetings outside training staff are brought in to train staff in new ways of selling. Three Eagles also does weekly training with the Chris Lytle program with the sellers. We also provide the sales staff with further training opportunities through RAB. This is available to all sellers.