

FCC EEO-KVNO

Required information placed in on-line public inspection file and on KVNO's website.

Full time positions filled since January 22, 2020 - January 21, 2021

One full-time position filled during this time period.

News Director

b) Recruitment sources:

University recruitment website: <https://unomaha.peopleadmin.com>

NeWorks – Nebraska Department of Labor

<https://networks.nebraska.gov/vosnet/Default.aspx>

IowaWorks – Iowa Department of Labor

<https://www.iowaworks.gov/vosnet/Default.aspx>

Handshake <https://app.joinhandshake.com/login>

Public Media Journalists Association (PMJA)

<https://www.pmja.org/term/jobs-0>

Corporation for Public Broadcasting: <https://www.cpb.org/jobline>

Current: <https://jobs.current.org>

Alliance for Women in Media <https://allwomeninmedia.site-ym.com/networking/>

LinkedIn www.linkedin.com

Native American Journalists Association (NAJA)

<https://najanewsroom.com/jobs/>

National Association of Black Journalists (NABJ)

<https://nabjcareers.org/>

National Association of Hispanic Journalists (NAHJ)

<https://www.nahjcareers.org/>

Posted March 2 through March 31, 2020. Exception: Ad was on the University website for 42 days.

c) List of recruitment sources that referred the person hired:

University website

d) Total number of persons interviewed and recruitment source with number using that source:

Three applicants were interviewed.

Recruitment source:

University - 1

Career Link: www.careerlink.com - 2

The KVNO News Director position was filled May 20, 2020.

KVNO isn't aware of any source asking to be notified of our job openings. University of Nebraska at Omaha's Human Resources Department isn't aware of any source asking to be notified of job openings/position announcements.

Prong 3 from January 22, 2019 to January 21, 2021 Outreach and Recruitment – 2 initiatives within a two-year period

Initiative 1

Establishment of an internship program designed to assist members of our community in acquiring the skills that are necessary for employment in radio broadcasting.

KVNO typically offers both paid and unpaid part-time internship positions to qualified applicants in membership/development, fundraising and underwriting, on-air announcing, audio production editing, music library management, and broadcast news reporting. These internships generally last for one semester but can be renewed or extended at the discretion of KVNO management. Due to COVID-19 restrictions on the campus of the University of Nebraska at Omaha, KVNO was unable to sponsor interns on a regular basis. We are currently working on opening up the application process for interns for both the spring and fall semesters of 2021.

Initiative 2

When speaking to a group or giving a tour of the studio, KVNO Managers take the opportunity to include the following: “The University of Nebraska at Omaha and KVNO are equal opportunity employers. Job opportunities at KVNO are posted on KVNO’s website. Please visit KVNO.org for information.

KVNO participates in community events and offers public tours of KVNO studios and operations to interested civic organizations and individuals in the community. During these events, participants are notified that KVNO is an equal opportunity employer and anyone interested in employment at KVNO will find open jobs posted on our website or on the University Employment website. When speaking to local community groups, KVNO staff members are instructed to include a mention that KVNO is an equal employment opportunity employer and all job vacancies at KVNO are posted on our website or on the university employment website. KVNO also has a portable display booth that we set up at concert events, art fairs, performance venues, etc., and employment and EEO information is posted on the display. KVNO was unable to conduct Classical Kids tours and visit schools most of this year due to the pandemic; however, we did record remote interviews with each of them and sent their certificates and gifts.

Classical Kid remote interviews were held on the following dates:

**April 13, 2020
May 12, 2020
June 15, 2020
July 23, 2020
August 6, 2020
September 24, 2020
October 22, 2020
November 16, 2020
December 21, 2020
January 15, 2021**

Tours and Speaking Engagements:

January 7, 2020

University of Nebraska Foundation representative met in KVNO Studios with KVNO Music Director.

January 9, 2020

A school visit and award presentation attended by KVNO Music Director on behalf of Classical Kids Program at Regina Coeli Academy, 709 South 28th Street, Omaha, NE 68105. Approximately 35 people were in attendance.

January 28, 2020

Classical Kids interview

KVNO Music Director gave a tour of the studio, music library, recording studio followed by interview (Q & A time) for Classical Kid and parent.

February 28, 2020

Classical Kids interview

KVNO Music Director gave a tour of the studio, music library, recording studio followed by interview (Q & A time) for Classical Kid and parent.

March 5, 2020

Joslyn Castle representative met in KVNO Studios with KVNO Music Director.

September 29, 2020

Omaha Community Playhouse's Music Director met in KVNO Studios with KVNO Music Director.

October 8, 2020

KVNO Assistant General Manager gave a talk at the local Rotary Club. Approximately 95 people were in attendance.

Initiative 3

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

All KVNO Managers and other full-time staff employees are eligible for college tuition reimbursement and are encouraged to further their education in order to broaden their horizons, learn new skills, update old skills, and be in a better position for job advancement opportunities when they arise. Many staff members have taken advantage of this opportunity. All are encouraged to do so.

The KVNO General Manager attended the Association for Education in Journalism and Mass Communication Conference, August 5-8, 2020 (virtual). The General Manager was a presenter on a panel titled "Telling Lies in America: Are Today's Journalists Watchdogs, Lapdogs, or Something Else?"

The KVNO General Manager and the KVNO Assistant General Manager regularly mentor college students interested in a career in broadcasting on an ongoing basis.

The KVNO Assistant General Manager attended the Public Radio Program Directors online annual conference September 21-25, 2020.

The KVNO Assistant General Manager attended several Reimagining U courses offered by UNO on management dealing with the topics of building trust and communication with your staff and rewarding staff for good work.

The KVNO Production Manager began his Masters in Communication on January 4, 2021.

The KVNO Business Manager attended virtual seminars and training programs related to business and accounting practices at UNO and also participated in the following Corporation for Public Broadcasting Webinars: SAS (All Sections – TV and Radio) on January 23, 2020; CSG Requirements and Resources on September 9, 2020; Introduction to Financial Reporting on September 16, 2020; What is NFFS? on September 30, 2020; and Indirect Administrative Support: New Method on October 7, 2020.

All full-time staff at the University of Nebraska at Omaha (UNO) is encouraged to participate in the Re-imagining U courses that are now offered on campus in conjunction with UNMC.

KVNO management makes every effort to modify employee work schedules to accommodate and promote the furthering of our employees' education. KVNO managers also attend offsite, onsite and online training seminars that are related to their area of expertise and to gain knowledge in related areas that benefit the organization at large.

All KVNO employees have earned certification as completing Title IX Sexual Harassment training classes provided by UNO's Office of Diversity, Equity, Access and Inclusion. A Corporation for Public Broadcasting stipulation requires all KVNO staff members (full and part-time), student workers and unpaid interns complete this training on a yearly basis. The University requires all employees and students complete this training every two years.

Initiative 4

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

KVNO managers are encouraged to attend meetings and seminars on campus that are sponsored by the university on issues relating to updated Title IX enforcement provisions, identifying and eliminating discrimination of all kinds in the workplace, as well as issues related to workplace/domestic violence and regulatory updates relative to the Americans with Disabilities Act.

UNO Supervisory training is now included in the Re-Imaging U courses now offered on campus in conjunction with UNMC.

The University of Nebraska at Omaha and Classical 90.7 KVNO are Equal Opportunity employers. Job opportunities at Classical 90.7 KVNO, when available, will appear on this website. To apply for an available position at Classical 90.7 KVNO, you must use the University of Nebraska at Omaha Human Resources website.