

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2-10, 14, 16-35, 37-38, 40-42, 45-47, 49-56	16
Traffic Manager	4-10, 12-15, 18-23, 25, 27-35, 37-38, 40-43, 45-47, 49-56	15
Meteorology Intern	2, 4-10, 12, 14, 18-23, 25, 27-35, 37- 38, 40-42, 44-47, 49-56	20
Broadcast Multimedia Reporter Internships	4-10, 12, 14, 18-23, 25, 27-35, 37-38, 40-42, 45-47, 49-51, 53-56	20
Traffic Manager	4-10, 12, 14, 18-23, 25, 27-35, 37-42, 45-47, 49-51, 53-56	34
Program Director and On-Air Morning Show Talent	1, 4-10, 12, 14, 17-23, 25, 27-38, 40- 42, 45-51, 53-56	36
Morning Show Host & Production Director	1, 4-5, 7-12, 14, 17-23, 25, 27-35, 37- 38, 40-42, 45-47, 49-51, 53-56	53
Morning Show Host & Production Director	1, 4-5, 7-12, 14, 17-23, 25, 27-35, 37- 38, 40-42, 45-47, 49-51, 53-56	11

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

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

<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	All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310.457.6616 Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Joel Denver Manual Posting	N	0
2	Bellevue University 1000 Galvin Road South Bellevue, Nebraska 68005 Phone : 402-293-2000 Url : <a href="http://www.bellevue.edu">http://www.bellevue.edu</a> Email : <a href="mailto:Plasek@bellevue.edu">Plasek@bellevue.edu</a> Colleen Plasek	N	0
3	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51104 Phone : 712.279.5455 Url : <a href="http://www.briarcliff.edu">http://www.briarcliff.edu</a> Email : <a href="mailto:nancy.mcguire@briarcliff.edu">nancy.mcguire@briarcliff.edu</a> Nancy McGuire	N	0
4	Career and Employment Services Central Community College 3134 W. Highway 34 Grand Island, Nebraska 68803 Phone : 308.398.7408 Email : <a href="mailto:gheath@cccneb.edu">gheath@cccneb.edu</a> Fax : 1-308-398-7398 Glenda Heath	N	0
5	Central Community College 4500 63rd Street Columbus, Nebraska 68601 Phone : 402 562-1210 Url : <a href="http://www.cccneb.edu">http://www.cccneb.edu</a> Email : <a href="mailto:lhastreiter@cccneb.edu">lhastreiter@cccneb.edu</a> Lora Hastreiter	N	0
6	Central Community College 3134 W. US Hwy 34 Grand Island, Nebraska 68801 Phone : 308-398-7421 Url : <a href="http://www.cccneb.edu">http://www.cccneb.edu</a> Email : <a href="mailto:jdavis@cccneb.edu">jdavis@cccneb.edu</a> Jason Davis	N	0

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

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7	College of Saint Mary 7000 Mercy Road Omaha, Nebraska Phone : 402-399-2485 Url : <a href="http://www.csm.edu">http://www.csm.edu</a> Email : <a href="mailto:ljohnson@csm.edu">ljohnson@csm.edu</a> Lisa Johnson	N	0
8	Columbus Chamber of Commerce 764 33rd Avenue Columbus, Nebraska 68601 Phone : 402-564-2769 Url : <a href="http://www.thecolumbuspage.com">http://www.thecolumbuspage.com</a> Email : <a href="mailto:chamber@megavision.com">chamber@megavision.com</a> Fax : 1-402-564-2026 K.C. Belitz	N	0
9	Columbus News Team - NCN 48 1363 26th Ave Columbus, Nebraska 68601 Phone : 402-562-5548 Url : <a href="http://columbusnewsteam.com/">http://columbusnewsteam.com/</a> Christina Sirek Manual Posting	N	0
10	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
11	Current Employee - Transfer/Promotion	N	1
12	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
13	Employee Referral	N	2

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

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14	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
15	Facebook post	N	1
16	Former Employee	N	1
17	Goodwill Industries 5752 Ames Avenue Omaha, Nebraska 68104 Phone : (402) 341-4609 Fax : 1-402-341-3061 Justin Dougherty	N	0
18	Grace University 1311 S. 9th Street Omaha, Nebraska 68108 Phone : (402) 449-2839 Url : <a href="http://www.graceuniversity.edu">http://www.graceuniversity.edu</a> Email : jcorti6354@graceu.edu Kellie Corti	N	0
19	Hastings College Career Services P.O. Box 269 Hastings, Nebraska 68902 Phone : 402-461-7387 Email : kgraviette@hastings.edu Kimberly Graviette	N	0
20	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	12
21	KNEN-FM, Red Beacon Communications, LLC 214 N. 7th Street Suite 1 Norfolk, Nebraska 68701 Phone : 4023710100 Url : <a href="http://www.94rock.fm">www.94rock.fm</a> Angela Stenger Manual Posting	N	1

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

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22	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	6
23	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
24	Madison Chamber of Commerce 210 W. 3rd Street Madison, Nebraska 68748 Phone : 402-454-2251 Url : http://www.madison-ne.com Email : madisonchamber@telebeep.com Fax : 1-402-454-2251 Rebecca Higby	N	0
25	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
26	Mid-Plains Community College Career Assessment 1205 E 3rd McCook, Nebraska 69001 Phone : 308-345-8128 Email : murdock@mpcc.edu Lorrie Mowry	N	0

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

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27	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5254 Url : <a href="http://www.morningside.edu">http://www.morningside.edu</a> Email : <a href="mailto:hays@morningside.edu">hays@morningside.edu</a> Stacie Hays	N	0
28	Mount Marty College 1105 W. 8th Street Yankton, South Dakota 57078 Phone : 605-668-1363 Url : <a href="http://www.mtmc.edu">http://www.mtmc.edu</a> Email : <a href="mailto:keley.smith-keller@mtmc.edu">keley.smith-keller@mtmc.edu</a> Keley Smith-Keller	N	0
29	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
30	Nebraska Christian College 12550 S. 114th Street Papillion, Nebraska 68046 Phone : 402-935-9400 Url : <a href="http://www.nechristian.edu">http://www.nechristian.edu</a> Email : <a href="mailto:tclark@nechristian.edu">tclark@nechristian.edu</a> Tony Clark	N	0
31	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
32	Nebraska Dept. Vocational Rehab. 1212 Benjamin Avenue Norfolk, Nebraska 68701 Phone : 402-370-3200 Url : <a href="http://www.vocrehab.state.ne.us/offices/norfolk.html">http://www.vocrehab.state.ne.us/offices/norfolk.html</a> Email : <a href="mailto:brigid.griffin@nebraska.gov">brigid.griffin@nebraska.gov</a> Brigid Griffin	N	0

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

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33	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
34	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	1
35	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
36	Other Source	N	1
37	Peru State College Po Box 10 Peru, Nebraska 68421 Phone : 402-872-2280 Email : <a href="mailto:ehorn@oakmail.peru.edu">ehorn@oakmail.peru.edu</a> Elaine Horn	N	0
38	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
39	Previous Applicant	N	1
40	Schulyer Chamber of Commerce 1107 B Street Schuyler, Nebraska 68661 Phone : 402-352-5472 Url : <a href="http://www.schuylernebraska.net/chamber.asp">http://www.schuylernebraska.net/chamber.asp</a> Email : <a href="mailto:schuylerchamber@gmail.com">schuylerchamber@gmail.com</a> Lora Johnson	N	0

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

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41	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
42	Southeast Community College 4771 W. Scott Road Beatrice, Nebraska 68610 Phone : 402-228-8216 Url : <a href="http://www.southeast.edu">http://www.southeast.edu</a> Email : <a href="mailto:placement@southeast.edu">placement@southeast.edu</a> Fax : 1-402-228-2218 Shirley Huttenmaier	N	0
43	Station Website	N	1
44	University of Nebraska - Kearney 905 W. 25th Street Kearney, Nebraska 68845 Phone : 308-865-8501 Url : <a href="http://www.unk.edu">http://www.unk.edu</a> Email : <a href="mailto:daakem@unk.edu">daakem@unk.edu</a> Fax : 1-308-865-8882 Mary Daake	N	0
45	University of Nebraska - Lincoln 115 ANDN Lincoln, Nebraska 68588 Phone : 4024728992 Url : <a href="http://www.unl.edu">http://www.unl.edu</a> Email : <a href="mailto:kscanlon2@unl.edu">kscanlon2@unl.edu</a> Kris Scanlon	N	0
46	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	1



**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

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47	Unviersity of South Dakota 414 E. Clark Street Vermillion, South Dakota 57069 Phone : 605-677-5201 Url : <a href="http://www.usd.edu">http://www.usd.edu</a> Email : Mandy.J.Hanson@usd.edu Fax : 1-605-677-5058 Mandy Hanson	N	0
48	Vatterott College 11818 I Street Omaha, Nebraska 68137 Phone : 402-891-9411 Url : <a href="http://www.vatterott.edu/omaha.asp">http://www.vatterott.edu/omaha.asp</a> Email : june.kowalewski@vatterott.edu June Kowalewski	N	0
49	Wayne Chamber of Commerce 108 W. 3rd Street Wayne, Nebraska 68787 Phone : 402-375-2240 Url : <a href="http://www.waynetworks.org">http://www.waynetworks.org</a> Email : ifletcher@waynetworks.org Fax : 1-402-375-2246 Irene Fletcher	N	0
50	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 : jabarell@wsc.edu Fax : 1-402-375-7072 Jason Barelman	N	0
51	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 : info@westpointchamber.com Fax : 1-402-372-1105 Tina Biteghe Bi Ndong	N	0

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

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52	Wisner Chamber of Commerce P.O. Box 367 Wisner, Nebraska 68791 Url : <a href="http://www.wisnerareachamberofcommerce.com">http://www.wisnerareachamberofcommerce.com</a> Email : <a href="mailto:wisnerareachamber@yahoo.com">wisnerareachamber@yahoo.com</a> Jamie Parker	N	0
53	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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	1
54	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
55	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
56	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</b>

**KNEN, KUSO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

**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	2/13/2019	Participation in events or programs sponsored by educational institutions	Mock Interviews for Workplace Communication Classes at Northeast Community College (Broadcast Majors)	1	COO
2	2/20/2019	Participation in Job Fairs	Wayne State College Spring Career Fair	1	COO
3	3/25/2019	Participation in events sponsored by community groups	Norfolk Area Human Resources - Business Symposium	3	COO General Manager Account Executive
4	3/28/2019	Participation in events or programs sponsored by educational institutions	Northeast Networking Luncheon for Broadcast Students and other areas.	1	COO
5	4/10/2019	Participation in scholarship programs	Northeast Community College Scholarship Luncheon - our station is a donor. Scholarship Luncheon - Daulton Thomas (employee of News Channel Nebraska) was a guest speaker and received a Scholarship this year. He graduates in May and got a job in Lincoln at 10/11.	2	COO Program Director
6	4/10/2019	Participation in scholarship programs	2019 NBA EEO Scholarship SEU's - 4.10.19. Angie judged these from our respective stations and Christina entered all the paperwork, attached.	2	General Manager COO
7	4/24/2019	Hosting of Job Fair	Worked directly with the J School to set up an INTERNSHIP BOOTH from 12:30pm-3:30pm where there was a large concentration of students interested in Broadcasting.	1	Aksamit
8	5/1/2019	Participation in events or programs sponsored by educational institutions	Job Shadow with Chris Williams - NCN NEWS!!	1	Anchor
9	5/8/2019	Participation in events or programs sponsored by educational institutions	Kade Watts from Boone Central Pathways Alternative Education Center is interested in MUSIC...so his instructor suggested Broadcasting as a possible career path...so he is doing a job shadow on May 8 - Radio, TV, Traffic, Sales...multiple departments.	7	COO General Manager Program Director Production Director
10	8/6/2019	Participation in events or programs sponsored by educational institutions	Nick Stolle is a student from Lyons, NE interested in Media Arts/TV and Broadcasting Careers.	7	COO General Manager Program Director News

**KNEN, KUSO**  
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11	8/13/2019	Co Sponsoring Job Fair	NBA 2019 Career Fair in Omaha. Our ads ran on Radio Lobo in Omaha.	1	COO
12	8/30/2019	Participation in events or programs sponsored by educational institutions	Work-based learning opportunity with Battle Creek Public Schools in Battle Creek, NE...every Friday for 9 weeks Hannah Maslonka will come to the station to learn more about her passion of Music Production and the Broadcasting field both in radio and TV. She is scheduled from 10am-2pm starting on 9/6 through 11/1.	10	COO General Manager On-Air On-Air
13	8/30/2019	Participation in events or programs sponsored by educational institutions	Will Ryan, Live Events Director, from the Norfolk Office went to Northeast Community College and Spoke to the TV Production class on 8/30/19 at 10am and Noon.	1	Live Events Director
14	9/27/2019	Participation in events or programs sponsored by educational institutions	Job Shadow led by the Clearwater High School - Ms. Kendra Shrader School Counselor. Jacob Behnk is a sophomore interested in Meteorology; he is going to shadow Andrew Wolff from a weather forecasting perspective and TV Production and how they all work together.	2	Programming - On-Air TV Production

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15	10/10/2019	Participation in events or programs sponsored by educational institutions	<p>O'Neill - Eagle Eye Broadcasting Students - Touring NCN Studios.</p> <p>Good morning!</p> <p>We are starting our Eagle Eye Broadcasting this year with a pretty much all new crew!</p> <p>Would we be able to tour the NCN studios again like we did last year? We are flexible for dates, so let me know what works for you guys.</p> <p>Look forward to working with NCN again this year.</p> <p>Mike Peterson  Business-Information Technology Teacher  Eagle Eye Broadcasting Sponsor  Head Girls Track Coach  O'Neill High School</p>	2	News/Sports TV On-Air TV Production Manager
16	11/14/2019	Participation in events or programs sponsored by educational institutions	Job Shadow - sports prep for RADIO & TV for KNEN and NCN TV.	3	Live Events Director Production/Programming On-Air Sports
17	12/10/2019	Participation in events sponsored by community groups	Interactive career exploration simulation program designed to help 9th and 10th grade students connect the dots from 9th grade through post secondary study to the workplace.	1	Promotions Director