

FCC EEO-KVNO

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

Full time positions filled since January 22, 2022 - January 21, 2023

Three full time positions were filled in 2022. Please reference the 2023 Annual EEO Public File Report for details.

Prong 3 from January 22, 2021 to January 21, 2023 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 has an established internship and student worker program that provides UNO students the opportunity to learn skills needed for employment in the broadcast industry. Qualified student applicants could work in membership/development, fundraising and underwriting, on-air announcing, audio production editing, music library management, broadcast news and arts reporting. Internships generally last for one semester but can be renewed or extended at the discretion of KVNO management. We currently have four student workers who are employed at KVNO.

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 typically participates in events with 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 visit schools to present our Classical Kids honorees with their certificates and scholarships in 2022. However, we did record interviews with each of them and mailed their certificates and scholarships. Our Classical Kids Showcase was held on January 14, 2013, and each winner received additional gifts.

Classical Kid interviews were held as follows:

DATE	VIRTUAL	IN PERSON
February 9, 2022		X
March 8, 2022	X	
April 13, 2022		X
May 10, 2022		X
June 10, 2022		X
July 13, 2022		X
August 10, 2022		X
September 15, 2022	X	
October 13, 2022	X	
October 24, 2022	X	
November 28, 2022	X	

KVNO Station Manager gave a tour of the studio, music library and recording studio followed by Q & A with Classical Kid and parent.

Tours, Speaking Engagements, Development Tables:

March 2, 2022

KVNO's on-air morning drive host spoke at Kiwanis Club meeting.

April 27, 2022

KVNO Station Manager (Asst. General Manager) gave a talk to Chancellor Joanne Li and other department heads at UNO. Topics covered were KVNO history and our future plans and opportunities.

April 27 and 28, 2022

We held an open house for all students, faculty, and staff at UNO. Food was served, we gave away prizes and invited all departments to create a short announcement to use on air to promote the university. All visitors were taken on a tour of our complete facility.

June 23, 2022

Blake Barnes, the owner of Bronco's and a potential underwriter, stopped by for a visit and tour.

July 8, 2022

Steph Dorland, the marketing manager of Max I Walker and an underwriter, stopped by for a visit and tour.

August 23, 2022

Julius Frederick from Omaha Magazine stopped by for a visit and tour.

September 14, 2022

Tom Hejkal, from Eye Consultants PC (Underwriter), met in the KVNO Studios with KVNO Station Manager and Development Associate for a station tour and discussion about renewing underwriting.

September 24, 2022

Development Table at the Holland Center, Omaha Symphony's Elgar & Bolero concert.

October 18, 2022

Composer Stacy Garrop came to Omaha for our anniversary event, and while visiting KVNO received a tour of our facilities.

October 21, 2022

Development Table at the Holland Center Recital Hall, KVNO 50th Anniversary Celebration.

October 22, 2022

Development Table at the Holland Center, Omaha Symphony's Montgomery & Beethoven 3 concert.

December 8, 2022

Tom Hejkal, from Eye Consultants PC (Underwriter), met in the KVNO Studios with KVNO Station Manager and Development Associate to listen to his sponsored segment and deliver payment.

January 8, 2023

Development Table at the Strauss Performing Arts Center, Omaha Symphony's Beethoven 2 & Hummel's Trumpet Concerto concert.

January 14, 2023

Development Table at the Strauss Performing Arts Center, KVNO's Classical Kids Showcase.

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 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 is a member of The Knowledge Network board of directors, a consortium of Omaha area schools, community colleges and universities that airs student productions on cable channels in the metro area. He attends quarterly meetings of that organization.

The KVNO General Manager is a member of the Omaha Press Club board of directors and attends monthly meetings.

The KVNO General Manager is a Nebraska Region member of the Midwest Broadcast Journalists Association and attends quarterly meetings.

The KVNO General Manager attended the Midwest Broadcast Journalists Association (MBJA) annual conference April 1-2, 2022 in Minneapolis.

The KVNO Assistant General manager (Station Manager) attended Rising Above, a two-day virtual conference on January 26 and 27, 2022. The conference centered on management and leadership topics such as workplace diversity, building a strong culture, and transitioning to digital broadcasting.

The KVNO Assistant General Manager (Station Manager) attended the virtual Audience Development Summit from Greater Public Media on April 26 and 27, 2022. The conference dealt with a variety of topics on how to grow your audience, creating community partnerships and how to use data to show what works.

The KVNO Assistant General Manager (Station Manager) attended the Public Media Development and Marketing Conference in Chicago July 18-21, 2022. The conference focused on issues and training related to development and marketing in public media including the future of philanthropy, focus groups and marketing tactics. It also included a full-day session on women's leadership in public media.

The KVNO Assistant General Manager (Station Manager) attended the Public Radio Program Director's Conference August 29-September 2, 2022 in New Orleans taking advantage of the two additional days that focused on the basics of programming and ratings. Other sessions focused on on-air fundraising, diversity in programming, marketing topics, and news.

The KVNO Assistant General Manager (Station Manager) attended the following webinars:

February 9, 2022 – Retaining and Attracting Talent During The Great Resignation offered by Greater Public

February 15, 2022 – Performance Management offered by UNO

March 3, 2022 – Coaching: The Key to Employee Development offered by UNO

April 12, 2022 – Leveraging Community Partnerships by Greater Public

July 12, 2022 – People Are Everything, a system to honor and reward employees at UNO offered by UNO

The KVNO Assistant General Manager (Station Manager) and Development Team were trained on planned giving on November 10, 2022. Topics included marketing planned giving, identifying prospects and the types of planned giving that are available.

The KVNO Development Director attended the Public Media Development and Marketing Conference (PMDMC) on July 20-21, 2022, in Chicago. The conference sections attended included planned giving, mid/major giving cultivation, pledge drive scheduling/content creation, and online marketing to diverse and younger audiences. It also provided a key networking

opportunity that raised the visibility of KVNO to the public broadcasting community and allowed the Development Director to forge great relationships across the country.

The KVNO Development Associate attended the On-Air Fundamentals Cohort Training from Greater Public on January 12-13, 2023. It was a day and a half in-person training for public radio staff who run on-air drives. Some of the topics include big picture planning, incentives/thank you gifts, building stronger breaks, and messaging. The second day includes more interactive practice on script writing, pitching, and producing.

The KVNO Music Director was a member of the Omaha Chamber Music Society Board until December 2022 (since 2016).

The KVNO Music Director was a (adjunct) faculty member for the UNO School of Music (August 2016-December 2022).

On September 19-20, 2022, the NBA joined the State broadcast associations of Iowa, Kansas, and Missouri to host an Engineering Academy in Kansas City. The two-day conference was presented by Larry Wilkins of the Alabama Broadcasters Association and attended by The KVNO Operations Manager and KVNO Audio Engineer. This conference provided an overview of the technical operations of a radio and television broadcasting station. Some of the most valuable topics on day one for KVNO were on Electrical Theory and RF Transmission practices. The second day continued to cover more RF Transmission topics and Station Operations topics vital to KVNO.

The KVNO Business Manager attended virtual seminars and training programs related to business and accounting practices at UNO, including UNO Fiscal Year End Presentation on May 23, 2022; Federal Work Study Training on August 4, 2022; and Contracts+ Training (new module in e-SHOP on August 8, 2022. The KVNO Business Manager also participated in the following Corporation for Public Broadcasting Webinars: CPB OIG Roundtable Webinar Answering Your Questions About OIG Audits, Evaluations, And Investigations on February 22, 2022; Completing The CSG Certification of Eligibility on September 15, 2022; Intro to Financial Reporting on September 28, 2022; What is NFFS? on October 6, 2022; and SAS (All Sections – TV and Radio) on January 19, 2023.

All full-time staff at the University of Nebraska at Omaha (UNO) are encouraged to participate in the Bridge Learning courses that are 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.

Initiative 4

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

All KVNO employees have earned certification as having completed the UNO-Report=Support! Faculty/Staff Sexual Misconduct Prevention and Response Training provided by UNO's Office of Diversity, Equity, Access and Inclusion. The Corporation for Public Broadcasting requires (relative to our yearly grant) all KVNO staff members (full and part-time), student workers and unpaid interns to have earned certification as having completed their Harassment and Bias Prevention Training.

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.

Supervisory Training has been incorporated into the Bridge Learning courses that are now offered on campus in conjunction with UNMC. Examples include Corrective Action Plans, Coaching for Leaders, Legal Aspects of Management, Reality-based Leadership, and Performance Management.

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.