

FCC EEO-KVNO

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

Full time positions filled January 22, 2025 - January 21, 2026

One full time position was filled in 2025. Please reference the 2026 Annual EEO Public File Report for details.

Prong 3 from January 22, 2024 to January 21, 2026 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. One student reporter and one student production assistant were employed at KVNO in 2025.

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 recorded interviews with each of our Classical Kids honorees and mailed their certificates and scholarships. Our Classical Kids Showcase was held on Saturday, January 17, 2026 at Omaha Conservatory of Music.

Classical Kid interviews for 2025 were conducted by KVNO's Music Director as follows:

January 22, 2025 – Tegan Hess
February 14, 2025 – Roger Si
March 6, 2025 – Pooja Ruwe
April 15, 2025 – Catherine Dickinson
May 15, 2025 – Claire Wang
June 5, 2025 – Nina Flamminio
June 30, 2025 – Sara Bertellotti
July 24, 2025 – Bryan Qiao
August 28, 2025 – Andreas Brink
September 26, 2025 – Ivy Armendariz
October 30, 2025 – Marilyn Grant-Holler
November 25, 2025 – Maggie Dickinson
January 8, 2026 – Aisling Day

The KVNO Music Director gave a tour of the studio, music library, and recording studio followed by Q & A with the Classical Kids and parents.

Midday Mixtape Recording Sessions, Speaking Engagements, Tours, Marketing/Development Tables:

January 11, 2025
Marketing table at Classical Kids Showcase at Strauss Performing Arts Center on the UNO campus.

January 22, 2025
KVNO's General Manager spoke to the Oak Hills Optimist Club.

January 25, 2025
Marketing/Development table at Omaha Symphony – The Power of Film Music with Alexander Payne.

February 3, 2025
KVNO's Development Director recorded a Midday Mixtape with Lisa Meyerhofer.
Coffee chat with Bob Blair, re: legacy giving.

February 4, 2025
KVNO's Development Director met with Maria Jacobsen for coffee and conversation about KVNO/development.

February 7, 2025
KVNO's Development Director recorded a Midday Mixtape with Chris McClellan and gave a tour of the studios.

February 13, 2025
KVNO's Development Director had coffee and conversation with Brian Fahey, supporter.

February 15, 2025

Marketing/Development table at Omaha Symphony – A Symphonic Journey with Rick Steves.

February 19, 2025

KVNO's Development Director recorded a Midday Mixtape with Charlene Donaghy and gave her a tour of the studios.

February 24, 2025

KVNO's Development Director recorded a Midday Mixtape with Christi Zuniga and gave her a tour of the studios.

February 26, 2025

KVNO's Development Director recorded a Midday Mixtape with Susanna Perry Gilmore and gave her a tour of the studios.

March 4, 2025

KVNO's Development Director recorded a Midday Mixtape with Donald Bochnicek and gave him a tour of the studios.

March 13-15, 2025

Marketing/Development table at Omaha Film Festival.

March 14, 2025

KVNO's Development Director recorded a Midday Mixtape with Nick Nelson and gave him a tour of the studios.

April 23, 2025

Marketing/Development table at the College of Communication, Fine Arts and Media (CFAM) Anniversary Event.

April 29, 2025

KVNO's Development Director had coffee with Deana Liddy to discuss updates.

April 30, 2025

KVNO's Development Director had lunch with John Schmidt.

May 2, 2025

KVNO's General Manager spoke to the UNO Alumni Association Golden Circle Luncheon.

May 6, 2025

KVNO's Development Director met with Scott Burger and John Rebrovic for conversation and lunch.

Marketing/Development table at the Omaha Medical Orchestra.

May 8, 2025

KVNO's Development Director met with Carrie Bertellotti for coffee to discuss supporting live broadcasts.

May 10, 2025

Marketing/Development table at Omaha Symphony – Ben Folds.

May 12, 2025

KVNO's General Manager spoke to Philanthropic Educational Organization.

June 1, 2025

KVNO's Development Director recorded a Midday Mixtape with David Edmund Black and gave him a tour of the studios.

June 9, 2025

KVNO's Development Director recorded a Midday Mixtape with Matt Walker and gave him a tour of the studios.

June 10, 2025

KVNO's Development Director recorded a Midday Mixtape with Susie Baer Collins and gave her a tour of the studios.

June 13, 2025

KVNO's General Manager spoke to West Omaha Rotary.

KVNO's General Manager gave a tour to several Girl Scouts who were interested in Radio.

KVNO's Development Director met with Craig Howell for coffee and drive help.

June 15, 2025

Marketing/Development table at Omaha Farmer's Market.

June 18, 2025

KVNO's Development Associate (Marketing Manager) gave a donor tour to Stacy Morris and family, five people in total, including two kids.

June 26, 2025

KVNO's Development Director met Monica Baxter for breakfast to discuss Midday Mixtape.

June 27, 2025

KVNO's Development Director met Brian Fahey for lunch to discuss advocacy.

July 1, 2025

Marketing table at UNO Theatre Summer Musical Theatre Academy Performance of *The SpongeBob Musical*.

July 22, 2025

KVNO's General Manager appeared on a podcast hosted by Tom Becka.

July 23, 2025

KVNO's Development Director met with Kristi Treu to discuss Vesper Concerts.

July 24, 2025

KVNO's Development Director met Maria Jacobsen for coffee.

KVNO's Development Director met Tom Murnan for lunch.

July 28, 2025

KVNO's Development Director recorded a Midday Mixtape with Marie Scheutt and gave her a tour of the studios.

July 29, 2025

KVNO's Development Director recorded a Midday Mixtape with Carmen Brennan and gave her a tour of the studios.

August 9, 2025

Marketing table at Good Vibrations Used Instrument Drive.

August 20, 2025

KVNO's Development Director had coffee with Joe Kohout.

August 28, 2025

KVNO's Development Director recorded a Midday Mixtape with John Detisch and gave him a tour of the studios.

KVNO's Development Director met with Bill Lydiatt for coffee and conversation.

September 4, 2025

KVNO's Development Director recorded a Midday Mixtape with Anne Marie Kenny and gave her a tour of the studios.

September 5, 2025

KVNO's Development Director met with Barb Naughtin and gave her a tour of the studios.

September 9, 2025

KVNO's Development Director recorded a Midday Mixtape with Cedric Fischepain and gave him a tour of the studios.

September 15, 2025

KVNO's Development Director visited with Dan Hamann and gave him a tour of the studios.

September 23, 2025

KVNO's Development Director recorded a Midday Mixtape with Joe Prickett and gave him a tour of the studios.

September 24, 2025

KVNO's General Manager spoke to Professor Jodeane Brownlee's Capstone Class at UNO.

September 26, 2025

Marketing/Development table at Omaha Symphony – Falletta Conducts Tchaikovsky's Fifth.

October 16, 2025

KVNO's Development Director had lunch with Deana Liddy to ask for gift/match.

October 17-18, 2025

Marketing/Development table at Omaha Symphony – Scary Movie Music.

October 25, 2025

Marketing/Development table at Omaha Conservatory of Music's Cass St. Trick "R" Treat.

November 7, 2025

Marketing/Development table at Vesper Concerts.

November 12, 2025

KVNO's Development Director gave Judy Hansen a tour of the studios.

November 17, 2025

KVNO's Development Director had lunch with Larry Uebner.

November 20, 2025

KVNO's Development Director recorded a Midday Mixtape with Tara and Liam Richardson and gave them a tour of the studios.

December 3, 2025

KVNO's Development Director gave Carol Haas and Jerry Gose a tour of the studios.

December 5, 2025

KVNO's Development Director gave Klayton Siniard a tour of the studios.

December 12, 2025

Marketing/Development table at UNO Chancellor's Winterfest.

January 8, 2026

KVNO's Development Director recorded a Midday Mixtape with Jara Sturdivent-Wilson and gave her a tour of the studios.

January 17, 2026

Marketing table at Classical Kids Showcase at Omaha Conservatory of Music.

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.

KVNO's General Manager attended the following: 1) the Audience Development Summit, online February 11-12, 2025, put on by Greater Public. 2) Tech Survey webinar on April 15, 2025, put on by the Jacobs Brothers. 3) Online webinar from Greater Public called Responding to Funding Threats on April 21, 2025. 4) Public Media Content Conference in Salt Lake City, August 25-28, 2025.

KVNO's Development Director attended 1) Greater Public Roundtable: Classical Music Station Fundraising (webinar/roundtable) on January 28, 2025. 2) Greater Public Audience Development Summit on February 11-12, 2025.

KVNO's Development Associate (Marketing Manager) attended: 1) Public Media Development and Marketing Conference, July 7-10, 2025, Philadelphia. Public Media in-person conference devoted to issues surrounding revenue generation, marketing, and management. Attended breakouts and sessions: a) Direct mail strategies. b) Corporate support and sponsorship growth. c) Audience growth and engagement. d) Building a fundraising board that engages, represents, and drives revenue. e) Underwriting compliance. f) Transforming public media fundraising with AI and machine learning.

Webinars: 1) Greater Public Audience Development, Summit, February 11-12, 2025. Help us fully engage in strategic audience growth and connection. Brings together content, marketing, and development leaders to offer insights and expertise on ways to reach new audiences. 2) Greater Public: FCC Underwriting Guidelines & Compliance Workshop, February 19, 2025. Overview of the FCC guidelines, as well as real-world public radio copy scenarios. Copy approval process best practices. 3) Blackbaud Queries, April 15, 2025. Overview of how to create effective queries in our donor database (constituent relationship management). 4) Local Broadcast Sales: How to Create an Unforgettable Presentation for Your Local Client, May 13, 2025. Insights on crafting presentations and effectively selling a long-term advertising schedule by developing unique ideas. 5) Greater Public: Trends in Nonprofit Individual Giving, June 16, 2025. Reviewed the fundraising performance of non-profit organizations outside of public media, providing insights into the effectiveness and trends across various donor segments, offering a nuanced understanding of our fundraising landscape. 6) Greater Public Town Hall: Mobilizing Support and Securing Public Media's Future, July 23, 2025. Leveraging and sustaining fundraising momentum with proactive donor engagement strategies and smart campaign planning. Deepen relationships with major and mid-level donors to ensure continued support through uncertainty.

Networking Events: 1) B2B Networking Event, Steelhouse Omaha, July 30, 2025. Met and connected with people from various businesses and organizations, including Omaha By Design, Smith-Kroeger advertising, Marriott Hotels, and Omaha Magazine staff. Learned more about Steelhouse the venue. 2) Omaha Conservatory of Music Final Fridays Event, August 29, 2025. With KVNO's Development Director attended an enriching musical performance, and connected with several faculty at the conservatory, as well as the conservatory development staff and other attendees from local businesses. 3) Omaha Conservatory Happy Hour, October 8, 2025. Attended concerts presented by current students, listened to comments from the founder, met other partners with

the conservatory, including Paul Smith. Introduced Katrina Naraine, KVNO on-air talent, to conservatory staff and stakeholders.

Community Partner Meetings/Media Trade/Sponsorship Discussions: 1) Emily Brewer, Millhouse Commons, May 22, 2025, Sozo Coffeehouse. 2) Chalis Bristol, Josh Tague, Mark Champion, Omaha Symphony Marketing/Development Staff, May 22, 2025, Sozo Coffeehouse, with KVNO's General Manager and Marketing Manager. 3) Mary Carrick, Omaha Community Playhouse, Myrtle & Cypress, June 30, 2025, with KVNO Marketing Manager. 4) Gretchen Crane, Omaha Conservatory of Music, Myrtle & Cypress, August 13, 2025, with KVNO's Development Director.

KVNO's Marketing Manager attended: 1) Greater Public Audience Development Summit on February 11-12, 2025. Help us fully engage in strategic audience growth and connection. Brings together content, marketing, and development leaders to offer insights and expertise on ways to reach new audiences. 2) Public Media Development and Marketing Conference, July 7-10, 2025. Public Media conference devoted to issues surrounding revenue generation, marketing, and management. Attend breakouts and sessions related to social media, podcasts, DEI marketing, and more.

Classes/Webinars/Talks: 1) How to Start with SEO, Yoast Webinar: January 16, 2025 on CrowdCast. Brief explanation of how to use the WordPress SEO functions. 2) Content Experimentation in 2025: Expert Insights from LinkedIn, Meta, and Canva. Hootsuite Webinar, January 29, 2025 on Zoom. Explored the 2025 social media trend of content experimentation, featuring experts from LinkedIn, Meta, and Canva on breaking creative boundaries and building authentic audience connections. 3) RealTalk: with YAYAHPs: No-Cringe Networking, Zoom Webinar, February 24, 2025. Learning practical strategies for connecting with potential mentors, collaborators, and clients with networking expert Robbie Samuels. 4) Engaging Communities with Events: Great Public Roundtable: March 25, 2025. A roundtable discussion on best practices, challenges, and innovative approaches to hosting events in your communities. Share insights, exchange ideas, and gain inspiration to enhance your station's engagement and impact. 5) UNO Audio and Video Accessibility Workshop. Zoom Webinar: April 9, 2025. This hands-on session teaches participants how to make audio and video content accessible. 6) SEO in an AI-First World: How to Adapt and Win, Virtual Webinar: June 24, 2025. We unpacked what's happening with search, what you should stop doing, and how to stay visible when clicks are harder to earn. How AI is changing SEO and what to do about it, whether SEO still deserves a spot in your marketing budget, how to measure brand impact in AI-generated answers. 7) Mid-Year Check-In: What's working in Digital Advertising – and What's Not. AdCellerant Webinar: July 24, 2025. We share the latest industry trends, reveal what's driving success (and what's holding advertisers back), and offer proven strategies to help you plan for a winning Q4. 8) Radio Research Consortium Marketing Webinar, September 9, 2025. How to use your audience data to choose optimal billboard locations, identify fund drive premiums that appeal to your listeners, and build strategic partnerships that can reach new audiences without spending hard cash. 9) Marketing for Music Stations, Greater Public Roundtable: September 24, 2025. Fellow music public media stations discuss marketing strategies to carry us through the rest of the

year. We share ideas, tactics, and lessons learned to help boost audience engagement and strengthen your station's presence.

Trainings: 1) W3C: Web Accessibility Initiative-Web Accessibility Perspectives: a) Explore the Impact and Benefits for Everyone, and b) Accessibility Fundamentals. 2) UNO Digital Accessibility Training. 3) UNO PDF Accessibility Workshop, 4) 2025-2026 NU Annual Information Security Fundamentals, 5) 2025-2026 Title IX Training – Faculty and Staff, 6) NU Fundamentals of FERPA.

KVNO's News Director served as a board member of the Nebraska Crossroads Music Festival. The board meets every two months via Zoom. Meetings focus on festival planning, artistic programming, community engagement, fundraising strategies, marketing initiatives, and long-term organizational development.

KVNO's Audio Engineer/Producer attended the Engineering Academy 2025 on November 12, 2025 in Kansas City, MO. This conference was to share information about the technical aspects of Radio and TV broadcasting.

KVNO's Business Manager attended virtual and in person training sessions related to business and accounting practices at UNO (P2P Monthly User Forum on February 27, 2025, 2025 Fiscal Year End Meeting on May 15, 2025, Position Description Training on July 17, 2025, and ORCA Fall 2025 GIG Session on October 7, 2025) as well as 2025-2026 NU Annual Information Security Fundamentals and 2025-2026 Title IX Training. Also attended Introduction to Financial Reporting on January 28, 2025, and What is NFFS? on February 4, 2025. (Required participation relative to CPB:CSG Grants.)

All full-time staff at the University of Nebraska at Omaha (UNO) are encouraged to participate in the Faculty and Staff Training (FAST) via the Bridge Learning Management System. This training is open access/self-paced.

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.

As part of the process defined by the University of Nebraska, all members of our search committees are required to take part in search committee training (every two years) that ensures equal employment opportunity and prevents discrimination. All KVNO staff members have earned certification as having completed *Title IX Training (formerly Report = Support)* provided by the University of Nebraska Omaha. All KVNO student workers have also completed *Title IX Training (formerly U Got This!)*. UNO provides sexual harassment training to all faculty, staff, and students on an annual basis through the University of Nebraska's Learning Management System – Bridge. Additionally, Civil Rights Compliance personnel offer special topics training through the Center for Faculty Excellence, Human Resources, and on demand; regularly

focusing on university policy, expected reporting requirements, and classroom considerations.

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 University's Bridge Learning Management System that is now open access / self-paced. 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.