



KOLN/KGIN/KSNB TV
KNOP/KNPL/KIIT
EEO PUBLIC FILE REPORT
FEBRUARY 1, 2017 – JANUARY 31, 2018

I. VACANCY LIST¹

See **Master Recruitment Source List (MRSL)** for recruitment source data

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|--|--|-----------------------------------|
| Lincoln Marketing Consultant | 1-2, 5-8, 11-26, 29-34, 36-53, 64-65 | 64 |
| KOLN Anchor/Reporter | 1-2, 5-26, 29-34, 36-55 | 51 |
| Central Nebraska Marketing Consultant | 1-2, 5-8, 11-26, 29-34, 36-53, 64 | 64 |
| KOLN Weather Anchor/Reporter | 1-2, 5-26, 29-34, 36-55, 64 | 39 |
| KOLN Reporter | 1-2, 5-26, 29-34, 36-55 | 51 |
| Director of News | 1-2, 5-26, 29-34, 36-53 | 51 |
| Digital Content Producer | 1-2, 5-26, 29-34, 36-53, 65 | 65 |
| Digital Content Producer | 1-2, 5-26, 29-34, 36-53, 65 | 51 |
| KOLN Anchor/Reporter | 1-2, 5-26, 29-34, 36-55 | 1 |
| KOLN Anchor Reporter (Morning) | 1-2, 5-8-26, 29-34, 36-55, 65 | 51 |
| Production Director | 1-2, 5-26, 29-34, 36-52, 64-65 | 64 |
| Central NE Marketing Consultant | 1-2, 5-8, 11-26, 29-34, 36-53, 64, 65 | 64 |
| KSNB Morning Midday Anchor | 1-2, 5-26, 29-34, 36-55, 64, 65 | 51 |
| Lincoln Sales and Marketing Consultant | 1-2, 5-8, 11-26, 29-34, 36-53, 64, 65 | 64 |
| KOLN Morning News Producer | 1-2, 5-26, 29-34, 36-55, 65 | 51 |
| KNOP Reporter | 1-2, 5, 6, 8-26, 29-34, 36-55, 65 | 51 |
| Lincoln Sales and Marketing Consultant | 1-2, 4-8, 11-26, 28-34, 36-53, 64, 65 | 64 |
| KNOP Morning Anchor/Reporter | 1-2, 5-6, 8-26, 29-34, 36-54, 64, 65 | 64 |
| KOLN Weekend Anchor Producer Reporter | 1-2, 5-6, 8-26, 29-34, 36-55, 65 | 51 |
| KSNB Weekend Anchor Reporter | 1-2, 5-6, 8-26, 29-34, 36-55, 65 | 51 |

¹ This report was revised in March 2019 to update and correct previously reported information.



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|---|--|-----------------------------------|
| KSNB Anchor Reporter | 1-2,5-6, 8-26, 29-34, 36-55, 64, 65 | 64 |
| KSNB Morning News Producer | 1-2,5-6, 8-26, 29-34,36-55, 64, 65 | 51 |
| KSNB Weekday Evening Meteorologist | 1-2, 5-6, 8-26, 29-34, 36-55, 64, 65 | 51 |
| KOLN Video Production/Technical Media Producer | 1-2,5-6, 8-26, 29-34, 36-48, 50-53, 55, 64, 65 | 51 |
| KOLN Meteorologist | 1-2,5-6, 8-26, 29-34, 36-55, 64-65 | 51 |
| KNOP North Platte Marketing Consultant | 1-2, 5-8, 11-26, 29-34, 36-53, 64, 65 | 64 |
| Lincoln Sales & Marketing Consultant- KOLN | 1-2, 5-8, 11-26, 29-34, 36-53, 64, 65 | 64 |
| Lincoln Sales & Marketing Consultant- KOLN | 1-2, 5-8, 11-26, 29-34, 36-53, 64, 65 | 51 |



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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|------------------|--|--|--|
| 1 | 1011NOW.COM Nancy Petri, Administrative Assistant hr@1011now.com | No | 11 |
| 2 | ADVERTISING FEDERATION OF LINCOLN A Banks PO Box 80093 Lincoln, NE 68501 hello@aafllincoln.org | Yes | 0 |
| 3 | Reserved | Yes | 0 |
| 4 | Reserved | No | 0 |
| 5 | CENTRAL COMMUNITY COLLEGE Glenda Heathgheath@cccneb.edu P O BOX 4903 Grand Island, NE 68802-4903 (308) 398-7408 / FAX (308) 398-7398 Eff 6-26-17 Post direct to Website https://www.collegecentral.com/ccneb | Yes | 0 |
| 6 | CHADRON STATE COLLEGE Janet Hartman 1000 Main Street Chadron, NE 69337 (308) 432-6439 jhartman@csc.edu Post job on NCRC #29 per email | Yes | 0 |
| 7 | CHICANO AWARENESS CENTER 4821 South 24 th Street Omaha, NE 68107 Leah Humphries Health and Social Services Director (402) 733-2720 (402) 733-6720 Fax Removed per their email 8-8-17 | Yes | 0 |
| 8 | COLLEGE OF ST. MARY Jen McCarthy, Asst. Director of Achievement Center 1901 S. 72 nd Street Omaha, NE 68124 (402) 399-2485 / (402) 399-2686 – Fax jmccarthy@csm.edu | Yes | 0 |



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|------------------|--|--|--|
| 9 | COLUMBIA UNIVERSITY Graduate School of Journalism Julie Hartenstein, Deputy Director of Career Services 2950 Broadway New York, NY 10027 (212)854-9198 jh548@columbia.edu Direct Posting to Online Site. Source requested no Sales/Marketing Positions https://app.joinhandshake.com/login | Yes | 0 |
| 10 | COLUMBIA COLLEGE – CHICAGO 600 S Michigan Ave Chicago, IL 60605 Sarah West Ervin (314) 369-7260 jhalperin@colum.edu and Direct Postings to Online Site Source requested no Sales/Marketing Positions www.myinterfase.com/columbiaworks/employer/home/aspx | No | 0 |
| 11 | CREIGHTON UNIVERSITY CAREER CENTER Jim Bretl 2500 California Plaza Omaha, NE 68178 (402) 280-2722 Eff 7-14-17 Post direct to Handshake Website https://app.joinhandshake.com/login | Yes | 0 |
| 12 | DEVRY UNIVERSITY Shelley Wales 1310 E. 104 th St, 2 nd Floor Kansas City, MO 64131 (816)943-7463 kcc-careerservices@devry.edu | Yes | 0 |
| 13 | DRAKE UNIVERSITY SCHOOL OF JOURNALISM 118 Meredith Hall Des Moines, IA 50311-4505 Carlyn Crowe (515) 271-3867 / FAX (515) 271-2798 carlyn.crowe@drake.edu | Yes | 0 |
| 14 | EL CENTRO DE LAS AMERICAS Blanca Ramirez 2032 U Street Lincoln, NE 68503 (402) 474-3950 ramirezblanca@msn.com | Yes | 0 |
| 15 | FACEBOOK.COM Notice of Opening Posted by Internet Director | No | 0 |



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|------------------|---|--|--|
| 16 | GRAY TELEVISION STATION GROUP Chelsea Clements/Gray Television Inc 4370 Peachtree Road, NE Atlanta, GA 30319 (404) 266-8333 Chelsea.clements@gray.tv | No | 0 |
| 17 | HUTCHINSON COMMUNITY COLLEGE Betty Ann Kelly, Placement Office Secretary 1300 North Plum Hutchinson, KS 67501 (620) 665-3495 / FAX (620) 728-8139 https://www.collegecentral.com/hutchcc/ | Yes | 0 |
| 18 | INDIAN CENTER / WIA PROGRAM Job Placement 1100 Military Road Lincoln, NE 68508 (402)438-5321 nagin16@hotmail.com | Yes | 0 |
| 19 | IOWA STATE UNIVERSITY Kathy Wieland, Director Business & Liberal Arts & Sciences Career Services, 1320 Gerdin Business Building Ames IA 50011-1350 (515) 294-2542 / FAX (515) 294-1776 meridith@mail.iastate.edu Direct Posting to Online Site https://CyHire.iastate.edu/employers | Yes | 0 |
| 20 | IOWA STATE UNIVERSITY Greenlee School of Journalism and Communication 16E Hamilton Hall Ames, IA 60011-1180 (712) 294-5108 Fax Becky Irish internships@ilmc@iastate.edu | Yes | 0 |
| 21 | IOWA WORKFORCE DEVELOPMENT Randy Brookhart 300 W. Broadway, Suite 13 Council Bluffs, IA 51503 (712) 242-2142 / FAX (712) 242-2155 elizabeth.carlson@iwd.iowa.gov Change of contact 7-3-14 | Yes | 0 |
| 22 | ITT TECHNICAL INSTITUTE Nancy Hewitt 9814 M Street Omaha, NE 68127 (402) 331-2900 (402) 331-3759 nhewitt@itt-tech.edu | Yes | 0 |



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|------------------|--|--|--|
| 23 | KANSAS STATE UNIVERSITY Career & Employment Services Linda Diehl and/or Janet Howland, Jobs Coordinators Manhattan, KS 66506-1701 (785) 532-6956 / FAX (785) 532-6802 jobs@ksu.edu Direct Posting to Handshake eff June 14, 2017 https://app.joinhandshake.com/login | Yes | 0 |
| 24 | KAPLAN UNIVERSITY Alisa Parmer 1821 K Street Lincoln, NE 68508 (402) 474-5315 aparmer@kaplan.edu Change of contact 3-24-16 | Yes | 0 |
| 25 | LORAS COLLEGE Kate Berning, Coordinator of Media Operations 1450 Alta Vista St #81 Dubuque IA 52001 lctv@loras.edu | Yes | 0 |
| 26 | MID-PLAINS COMMUNITY COLLEGE Tiffany Reckard 1101 Halligan Drive North Platte, NE 69101 800-658-4308, ext. 3618 reckardt@mpcc.edu Direct Posting to Online Site http://www.collegecentral.com | Yes | 0 |
| 28 | Reserved | Yes | 0 |
| 29 | NCRC – National College Recruiting Consortium Job Zone This is the site for a consortium of Colleges previously receiving our job postings individually. It encompasses Bellevue University, Concordia University, Doane College, Hastings College, Midland University, Nebraska Wesleyan, Peru State College, Union College, and Wayne State College. | Yes | 1 |
| 30 | NEBRASKA BROADCASTERS ASSOCIATION Jim Timm 12020 Shamrock Plaza, Suite200 Omaha, NE 68154 (402) 778-5178 Jim@ne-ba.org | Yes | 0 |



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|------------------|--|--|--|
| 31 | NeWorks - NE Department of Labor Debbie Christensen This is the site which encompasses all NE Department of Labor offices. (402)595-3035 Debbie.christensen@nebraska.gov kylie.kirkland@nebraska.gov Post direct to Website www.neworks.nebraska.gov | Yes | 1 |
| 32 | NORTHEAST COMMUNITY COLLEGE Amy Koehler 801 E. Benjamin Avenue, P O Box 469 Norfolk, NE 68702-0469 (402) 844-7264 (402) 844-7400 Fax amy@northeast.edu | Yes | 0 |
| 33 | NORTHWEST MISSOURI STATE UNIVERSITY Office of Career Services 800 University Drive, Admin Bldg. 130 Maryville, MO 64468 (660) 562-1250 / FAX (660) 562-1384 http://www.nwmissouri.edu/careerserv/ | Yes | 0 |
| 34 | Omaha Chinese Cultural Association Linda (Chongning) Steele, President PO Box 540016 Omaha, NE 68124 (402) 515-4491 (Linda's Cell) omahachinese@gmail.com | Yes | 0 |
| 35 | Reserved | NO | 0 |
| 36 | SAINT CLOUD STATE UNIVERSITY Drew Sandholm 720 4 th Avenue S – SH 14 St. Cloud, MN 56301 (320) 308-4967 sji@stcloudstate.edu | Yes | 0 |
| 37 | SOUTH ASIAN JOURNALISTS ASSOCIATION C/O Columbia University Journalism Professor Sreenath Srenivasan 2950 Broadway New York, NY 10027 (212) 854-5979 Ss221@columbia.edu | Yes | 0 |



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|------------------|---|--|--|
| 38 | SOUTHEAST COMMUNITY COLLEGE Lynn Willey 1600 K Street NW, Suite 700 Lincoln, NE 68520 (402) 437-2622 placement@southeast.edu Eff 3-3-16 : Post direct to Online site www.collegecentral.com/southeast | Yes | 0 |
| 39 | TV JOBS .COM Mark Holloway PO Box 4116 Oceanside, CA 92052 (800) 374-0119 www.tvjobs.com | Yes | 7 |
| 40 | UNIVERSITY OF KANSAS Steve Rottinghaus 1435 Jayhawk Blvd. Lawrence, KS (785) 864-5318 steve_rottinghaus@ku.edu Change of Contact eff. 4-1-16 | Yes | 0 |
| 41 | UNIVERSITY OF MINNESOTA School of Journalism & Mass Communications 110 Murphy Hall, 206 Church Street Minneapolis, MN 55455 sjmcugs@umn.edu Direct Posting to Online Site https://www.myinterfase.com/goldpass/employer.home.aspx | Yes | 0 |
| 42 | UNIVERSITY OF NEBRASKA – KEARNEY Judy Spivey Department of Communications Mitchell Center Kearney, NE 68849 (308) 865-8249 (308) 865-1537 Fax Post direct to website Handshakes.com eff. 3-17 https://app.joinhandshakes.com/login | Yes | 0 |
| 43 | UNIVERSITY OF NEBRASKA – LINCOLN Tanya Greene / Chris Timm & Laurie Lee 230 Nebraska Union Lincoln, NE 68588 (402) 472-8052 careerservices@unl.edu and nccsa@unl.edu and ilee1@unl.edu and ralloway1@unl.edu Change of contact eff. 8-31-17 | Yes | 1 |



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|------------------|--|--|--|
| 44 | UNIVERSITY OF NEBRASKA – OMAHA Jim Adams Television / Eng. #200 6001 Dodge St. Omaha, NE 68182-0234 (402) 554-2516 / FAX (402) 554-2440 jimadams@mail.unomaha.edu | Yes | 0 |
| 45 | UNIVERSITY OF NEBRASKA – TV Rick Alloway, Placement Director Broadcasting Department 147 Andersen Hall TV, NE 68588-0466 Placement Director-Rick Alloway (402) 472-6856 (402) 472-8403 Fax ralloway1@unl.edu | Yes | 0 |
| 46 | UNIVERSITY OF OHIO E. W. Scripps School of Journalism Rebecca Fox 106 Scripps Hall Athens, OH 45701 (740) 593-2591 Foxr1@ohio.edu Change of Contact eff. 6-14-16 | Yes | 0 |
| 47 | UNIVERSITY OF OHIO School of Media Arts & Studies Paula Carpenter 202 RTV9 South College St. Athens, OH 45701 (740) 593-4861 carpenp1@ohio.edu | Yes | 0 |
| 48 | UNIVERSITY OF WISCONSIN – MADISON School of Journalism & Mass Communications Robert Schwoch 5115 Vilas Hall 821 University Avenue Madison, WI 53706 (608) 263-4858 advising@journalism.wisc.edu Post Direct to Web Site www.journalism.wisc.edu/career-services/for-employers/ | No | 0 |
| 49 | WAYNE STATE COLLEGE Heather Reinhardt / Terri Heggemeyer 1111 Main Street Wayne, NE 68787 (402) 375-7425 Part of Nebraska College Recruiting Consortium #29 Eff 5-1-16 | Yes | 0 |



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|------------------|--|--|--|
| 50 | WESTERN NEBRASKA COMMUNITY COLLEGE Carla Stein 1601 E. 27 th Street Scottsbluff, NE 69361 (308) 635-6121 goldenc1@wncc.edu | Yes | 0 |
| 51 | Word of Mouth Referral Includes Employee Referral, Former Employee Referral, Internal Candidate, Walk-ins, etc. | No | 29 |
| 52 | YORK COLLEGE Rusty Ridley 1125 E. 8 th Street York, NE 68467 (402) 363-5615 jibaker@york.edu | Yes | 0 |
| 53 | YWCA John Quinn 222 South 29 th Street Omaha, NE 68131 (402) 345-6555 / FAX (402) 345-0635 johnq@wcaomaha.org | Yes | 0 |
| 54 | COLLECTIVE TALENT Michael Bille 1721 Richardson Place Tampa, FL 33606 813.254.9695 www.collectivetalent.com (On air positions only) | No | 0 |
| 55 | MEDIALINE.COM Mark Shilstone mark@medialine.com www.medialine.com (News and Production positions only) | No | 0 |
| 56 | GRAND ISLAND DAILY INDEPENDENT (\$) Attn: Classifieds PO Box 1208 Grand Island, NE 68802 (308)382-1000 | No | 0 |
| 57 | Kearney Hub (\$) 13 E 22 nd St PO Box 1988 Kearney NE 68848 308-234-2121 | No | 0 |
| 58 | Lincoln Journal Star (\$) Afton Rodriguez 402-473-7185 800-742-7315 arodriguez@journalstar.com | No | 0 |



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|---|--|--|--|
| 59 | NAT'L ASSOCIATION OF HISPANIC JOURNALISTS (\$) Leticia Salazar, Program Assistant 1000 National Press Building 529 14 th Street, NW Washington, DC 20045 (202) 662-7145 (202) 662-7144 – fax jobbank@nahj.org | No | 0 |
| 60 | RTNDA JOB BULLETIN (\$) Radio-Television News Directors Association National Press Bldg 529 14 th NE Suite 1240 Washington, DC 20045 800.80.RTNDA / 202.467.5208 / Fax 202.223.4007 Mike Cavender-Exec. Director mikec@redna.org www.rtna.org/jobs/post | No | 0 |
| 61 | SPOTS-N-DOTS (\$) Daily News of TV Sales S'N'D Publications 1567 Oakdale Road TV City, NY 13970 selltv@aol.com (888)884-2630 / Fax (607)729-7331 (Sales and Marketing positions only) | No | 0 |
| 62 | North Platte Telegraph (\$) Nptelegraph.com | No | 0 |
| 63 | Craigslist Admin. Assistant posts Direct to Website http://www.craigslist.com | No | 0 |
| 64 | INDEED.COM Indeed.com Website Free Job Posts Only Use For Production and Creative Service Postings Only Added 11-5-15 Per Dept. Head Request www.indeed.com | No | 41 |
| 65 | People Matter Gray Website Email Postings to: cynthia.crowder@gray.tv and Stephanie.giglio@gray.tv People Matter Posts all of our Jobs at Indeed.com | No | 1 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD: | | | 93 |



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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|---|---|
| 1 | Events or Programs sponsored by Educational Institutions relating to career opportunities in Broadcasting | <p>2-13-17 UNL Journalism Class visited the station and spoke with the Newsroom Manager, Production Manager and Sports Director on job opportunities in the Television Business.</p> <p>4-12-17 UNL Broadcast Production class visited the Station. The Operations Manager and 2 Production Supervisors led a demonstration of Production positions, discussion on career opportunities and how to go about applying for jobs.</p> <p>10-17-17 KNOP Anchor/Reporter met with area High School Students in Curtis, Nebraska and talked about Career opportunities in the Television Business.</p> <p>10-23 & 10-24-17: KNOP Meteorologist spoke to students about the Meteorology and Broadcast fields and Job Opportunities available.</p> <p>12-19-17: KNOP Newsroom Manager, KNOP Meteorologist, and General Manager gave a tour of the North Platte Newsroom and spoke to young professionals in the North Platte area. They spoke about the Meteorology field, Production and Job Opportunities available.</p> <p>1-17-18: News Anchor spoke to a Video News Class at Norris Public School in Firth Nebraska on Journalism and job opportunities available.</p> |



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| 2 | Management EEO Training | <p>03-23-17 FCC EEO Webinar for Gray Television Stations. Training Webinar presented by Joan Stewart of Wiley Rein, LLP. Attendance – Operations Manager, Office Manager, Administrative Assistant</p> |
| 3 | Internship Program | <p>03-07-17-6-29-17 University of Nebraska Journalism Student interned In News supervised by the Assistant News Director.</p> <p>05/05/17-8/02/2017 University of Nebraska Journalism Student interned in Production Supervised by the Production Supervisor.</p> <p>06/19/2017-9/03/2017 – University of Nebraska Broadcasting Student interned in Production supervised by the Production Supervisor.</p> <p>11-13-17 – University of Nebraska Broadcasting Student interned in Production, supervised by the Production Supervisor.</p> |
| 4 | Participation in Career Fairs | <p>3-2-17- UNL Journalism Career Fair at the University of Nebraska Lincoln Student Union in Lincoln Nebraska. Director of Operations, Assistant News Room Manager and Production Supervisor were there to show job opportunities in the Broadcasting Business.</p> |
| 5 | Broadcast Scholarship Program | <p>2-8 to 2-28-17 KOLN and KSNB aired a :30 Promo on DT1 and DT2 soliciting applicants for the NBA 2017 Broadcast Scholarship Program.</p> <p>NBA Broadcast Scholarship was also put on KOLN website soliciting applicants.</p> <p>3/21/17 – 13 Applicants were judged/ranked by the Operations Manager and Public Affairs Coordinator based on GPA, Essay, Experience in the field Honors and Awards and Post High School extracurricular activities for the NBA 2017 Broadcast Scholarship Program</p> <p>7/12/17 Nebraska Broadcaster Association notified station of the recipients named.</p> |



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| | | 8/2017: Recipients were recognized and honored at the Hall of Fame Banquet during the NBA Convention in La Vista Nebraska. |
|--|--|---|