



KOLN/KGIN/KSNB TV
KNOP/KNPL/KIIT TV
EEO PUBLIC FILE REPORT
FEBRUARY 1, 2015 – JANUARY 31, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
KSNB Morning News Anchor/Reporter	1-55	39
KSNB Video Journalist	1-55	39
KSNB Weekend Anchor/video Journalist	1-55	39
Video Journalist/Anchor/Producer in North Platte	1-55	51
Video Journalist/Anchor/Producer in North Platte	1-55	39
North Platte Local Sales Manager	1-8, 11-53	31
Agriculture Reporter/Content Producer	1-55	51
KOLN Anchor/Producer	1-55	51
Technical Media Producer	1-53, 55	1
Technical Media Producer	1-53, 55	45
North Platte Marketing Consultant	1-8, 11-53	51
KOLN Video Journalist	1-55	1
KSNB Evening Anchor/Reporter	1-55	39
Graphic Artist	1-26, 28-53	51
Online News Coordinator	1-26, 28-53, 55	51
Marketing Consultant-Lincoln	1-8, 11-53	51
KSNB News/Sports Reporter	1-26, 28-55	39
Content Producer/Video Journalist	1-53, 55	23
Meteorologist/Producer	1-26, 28-55	1
Marketing Director	1-26, 28-53	51
KSNB Video Journalist	1-26, 28-55	51
KSNB Morning News Anchor/Reporter	1-26, 28-55	51
NWN Meteorologist	1-26, 28-55	39
KOLN Video Journalist	1-26, 28-55	51
KNOP/KNPL Weekend Sports Anchor/Reporter	1-26, 28-55	51



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Content Producer/Video Journalist	1-26, 28-55	1
KNOP/KNPL/KIIT News/Sports Reporter	1-55	51
Marketing Consultant Central Nebraska	1-8, 11-53, 56	45
Video Specialist	1-26, 28-55	30
Technical Media Producer (KOLN)	1-26, 28-53, 55	1
Content Producer/Video Journalist	1-26,28-55	51
Content Producer/Video Journalist	1-26, 28-55	1
Lincoln Marketing Consultant	1-8, 11-53	1
Lincoln Marketing Consultant	1-8, 11-53	1
KOLN Morning News Anchor/Reporter	1-26, 28-55	51
KSNB News/Sports Reporter	1-26, 28-55	39
KOLN Anchor/Reporter	1-26, 28-55	1
KOLN Anchor/Reporter	1-26, 28-55	51
KOLN Online News Coordinator	1-26, 28-53, 55	43
Promotion Video Producer	1-26,28-53, 55	51
KNOP/KNPL Anchor/Reporter	1-26, 28-55	39
KOLN Reporter	1-26, 28-55	51
Creative Services Producer	1-26, 28-53, 64	1
Creative Services Producer	1-26, 28-53, 64	64
Sports Reporter	1-26, 28-55	16
Online Content Producer	1-26, 28-53, 55	1
Production Director	1-26, 28-53, 55	1



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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 Nancy.petri@1011now.com	No	23
2	ADVERTISING FEDERATION OF LINCOLN A Banks PO Box 80093 Lincoln, NE 68501 clinville@digity.me Change of Contact eff 11-30-15	Yes	1
3	AIB COLLEGE OF BUSINESS Jane DeHaven, Career Services Director 2500 Fleur Drive Des Moines, IA 50321 Phone – (515) 246-5342 Fax – (515) 288-4366 careerservices@aib.edu	Yes	0
4	ASIAN COMMUNITY & CULTURAL CENTER Duy Linh Pham Bui 2635 O Street Lincoln, NE 68510 (402) 467-3446 FAX-402-477-4508 Mail or FAX Posts	Yes	0
5	CENTRAL COMMUNITY COLLEGE Glenda Heath P O BOX 4903 Grand Island, NE 68802-4903 (308) 398-7408 / FAX (308) 398-7398 gheath@cccneb.edu	Yes	0
6	CHADRON STATE COLLEGE Janet Hartman 1000 Main Street Chadron, NE 69337 (308) 432-6439 jhartman@csc.edu	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 rvallecillo@latinocenterofthemidlands.org	Yes	0



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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
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 http://journalism-columbia-csm.symphlicity.com/employers	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 careercenter@creighton.edu	Yes	0
12	DEVRY UNIVERSITY Gerry Ellis 500 East 112 th Street Kansas City, MO 64131 (816)941-0430, Ext. 6376 / FAX (816)941-0239 gellis@kc.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



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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
16	GRAY TELEVISION STATION GROUP Dottie Boudeau/Gray Television Inc 4370 Peachtree Road, NE Atlanta, GA 30319 (404) 266-8333 dottie.boudreau@gray.tv	No	3
17	HUTCHINSON COMMUNITY COLLEGE Betty Ann Kelly, Placement Office Secretary 1300 North Plum Hutchinson, KS 67501 (620) 665-3495 / FAX (620) 728-8139 kellyb@hutchcc.edu	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 insternships@ilmc@iastate.edu	Yes	0



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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
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 Online Site https://www.myinterfase.com/kstate/employer/	Yes	2
24	KAPLAN UNIVERSITY Megan Keck 1821 K Street Lincoln, NE 68508 (402) 474-5315 ahoesing@kaplan.edu	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	Yes	0
27	MyAircheck.com Scott Russell #1-771 Gibsons Way Gibsons, BC Canada VON 1V9 (604)740-1374 registration@myaircheck.com Remove per their request 4-13-15	Yes	0



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28	NATIONAL COUNCIL OF NEGRO WOMEN PO Box 30072 Lincoln, NE 68503 (402) 478-7091 natewoods@malonecenter.org	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, and Union College	Yes	0
30	NEBRASKA BROADCASTERS ASSOCIATION Marty Riemenschneider 12020 Shamrock Plaza, Suite200 Omaha, NE 68154 (402) 778-5178 Jim@ne-ba.org Changed of contact 5-12-14	Yes	2
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 Change eff. 7-9-14 Post direct to Website www.neworks.nebraska.gov	Yes	4
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



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35	Peoples City Mission Jessica Scott, Communications Specialist 110 Q Street Lincoln, NE 68508 (402) 475-1303 Ext 114 jscott@peoplescitymission.org	Yes	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	1
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
38	SOUTHEAST COMMUNITY COLLEGE Lynn Willey 1600 K Street NW, Suite 700 Lincoln, NE 68520 (402) 437-2622 placement@southeast.edu	Yes	0
39	TV JOBS .COM Mark Holloway PO Box 4116 Oceanside, CA 92052 (800) 374-0119 www.tvjobs.com	Yes	27
40	UNIVERSITY OF KANSAS Patty Noland 1435 Jayhawk Blvd. Lawrence, KS (785) 864-5318 pnoland@ku.edu	Yes	0
41	UNIVERSITY OF MINNESOTA School of Journalism & Mass Communications 110 Murphy Hall, 206 Church Street Minneapolis, MN 55455 simcugs@umn.edu Direct Posting to Online Site https://www.myinterfase.com/goldpass/employer.home.aspx	Yes	0



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42	UNIVERSITY OF NEBRASKA – KEARNEY Judy Spivey Department of Communications Mitchell Center Kearney, NE 68849 (308) 865-8249 (308) 865-1537 Fax spiveyj@unk.edu	Yes	0
43	UNIVERSITY OF NEBRASKA – LINCOLN Tanya Greene / Chris Timm & Larry Walklin 230 Nebraska Union Lincoln, NE 68588 (402) 472-8052 careerservices@unl.edu and nccsa@unl.edu and lwalklin1@unl.edu and ralloway1@unl.edu	Yes	4
44	UNIVERSITY OF NEBRASKA – OMAHA Jim Adams Television / Eng. #200 6001 Dodge St. Omaha, NE 68182-0234 (402) 554-2516 / FAX (402) 554-2440 jjimadams@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	3
46	UNIVERSITY OF OHIO E. W. Scripps School of Journalism Debra DePeel 106 Scripps Hall Athens, OH 45701 (740) 593-2591 depeel@ohio.edu	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



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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 Eff 7-10-14- change to Post Direct to Web Site www.journalism.wisc.edu/career-services/for-employers/	No	1
49	-WAYNE STATE COLLEGE Heather Reinhardt / Terri Heggemeyer 1111 Main Street Wayne, NE 68787 (402) 375-7425 careerservices@wsc.edu Direct Postings to Online Site www.wsc.edu/career.services	Yes	0
50	WESTERN NEBRASKA COMMUNITY COLLEGE Carla Stein 1601 E. 27 th Street Scottsbluff, NE 69361 (308) 635-6121 goldenc1@wncc.edu Change of Contact 10-7-14	Yes	0
51	Word of Mouth Referral Includes Employee Referral, Former Employee Referral, Internal Candidate, Walk-ins, etc.	No	31
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 Change of contact 9-11-14	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



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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	2
57	Kearney Hub (\$) 13 E 22 nd St PO Box 1988 Kearney NE 68848 308-234-2121	No	1
58	Lincoln Journal Star (\$) Afton Rodriguez 402-473-7185 800-742-7315 arodriguez@journalstar.com	No	0
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



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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	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:			106



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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>4-22-2015 and 4-23-2015 Operations Manager and Production Supervisor met with 2 University of Nebraska Lincoln Broadcast Production Classes on TV Production positions, career opportunities, training. Tour was given and questions were answered.</p> <p>12-2-2015: Newsroom Director and Ass't. News Director gave a tour of the KOLN Station to UNL's Broadcast Journalism Class. Then they spoke to the students about Internships and Jobs Post-Graduation.</p>
2	Management EEO Training	<p>8-11-2015 FCC EEO Seminar sponsored by the Nebraska Broadcaster's Association on EEO practices on hiring, EEO, and preventing Discrimination as required by the rules and regulations of the EEO Commission and FCC. It was presented by Tara A. Stingley, an Employment Law Attorney with Cline, Williams, Wright, Johnson and Oldfather of Omaha, Nebraska during the 81st Annual NBA Convention in Omaha. Attendance: General Manager, News Room Manager and Assistant News Room Manager</p> <p>10-8-2015 FCC EEO Webinar for Gray Television Stations. Training Webinar presented by Joan Stewart of Wiley Rein, LLP. Attendance: Operations Manager, Office Manager and Administrative Assistant.</p>



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3	Internship Program	<p>1-12-15 to 3-12-15 – University of Nebraska Broadcasting Student interned in News supervised by the Assistant News Director.</p> <p>6-8-15 to 8-10-15 – University of Nebraska Broadcasting Student interned in News supervised by the Assistant News Director.</p>
4	Participation in Career Fairs	<p>3-26-15 – North Platte Community College Career Fair for Students in the North Platte Area. Reporter/Photographer and a Meteorologist spoke to them about Career choices in the Television Business.</p>
5	Activity Designed to Help Disseminate Information Concerning Broadcast Employment Opportunities	<p>01/01/15-12/31/15 – Ran promotion out of available inventory for job postings listed on station's web site.</p>
6	Broadcast Scholarship Program	<p>1-1-15 to 2-28-15- KOLN, KSNB, KNPL, and NSNB aired in total 489 times a :30 Promo on DT1 and DT2 soliciting applicants for the NBA 2015 Broadcast Scholarship Program.</p> <p>6-26-15 Email was received with an Issue of the Modulator announcing the Scholarship Winners.</p>