



KOLN/KGIN/KSNB TV
KNOP/KNPL/KIIT
EEO PUBLIC FILE REPORT
FEBRUARY 1, 2018 – JANUARY 31, 2019

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
KOLN Sports Anchor/MMJ	1-4, 6-50, 57, 58, 60	1
KOLN Sales & Marketing Assistant/Inventory Specialist	1-4, 6, 9-48, 59, 60	1
KOLN Morning Reporter	1-4, 6-50, 60	46
KOLN News Reporter	1-4, 6-50, 60	46
KOLN Morning News Producer	1-4, 6-48, 50, 60	46
KNOP News Reporter	1-4, 6-50, 60	46
KNOP News Reporter	1-4, 6-50, 60	14
KSNB Reporter/MMJ in Hastings	1-4, 6-50, 60	46
KSNB Reporter/MMJ in Hastings	1-4, 6-50, 60	14
KSNB Weekend Meteorologist/Reporter	1-4, 6-50, 60	60
KNOP Multimedia Marketing Specialist	1-4, 6, 9-48, 59, 60	27
KOLN Promotion Video Producer	1-4, 6-48, 50, 60	46
Central NE Media Sales	1-4, 6, 9-48, 59, 60	46
KOLN News Reporter	1-4, 6-50, 60	46
KOLN News Reporter	1-4, 6-50, 60	46
KOLN Production Technical Media Producer	1-4, 6-48, 60	1
KSNB Marketing and Outreach Director	1-4, 6-48, 60	60
KNOP Multimedia Journalist	1-4, 6-50, 60	46
KNOP Multimedia Journalist	1-4, 6-50, 60	60
KSNB Weekend Sports Anchor/Reporter	1-4, 6-50, 60	60
KOLN Video Production-Technical Media Producer	1-4, 6-48, 60	1
Central Nebraska Media Sales Manager	1-4, 6, 9-48, 59, 60	14
KOLN Weekday Morning Anchor	1-4, 6-50, 60	14

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



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KOLN Technical Media Producer	1-4, 6-48, 60	14
KOLN-Lincoln Media Sales	1-4, 6, 9, 48, 59, 60	46
KOLN Lincoln Media Sales	1-4, 6, 9, 48, 59, 60	46



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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	12
2	ADVERTISING FEDERATION OF LINCOLN A Banks PO Box 80093 Lincoln, NE 68501 jritzman@aafllincoln.org Change of Contact eff 07-24-18 per email received	Yes	0
3	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
4	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
5	CHICANO AWARENESS CENTER 4821 South 24 th Street Omaha, NE 68107 Leah Humphries, Health and Social Svc Director (402)733-2720 (402)733-6720 FAX Removed per their email request 8-8-17		
6	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	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 Rev 6-2-16 https://app.joinhandshake.com/login	No	0
8	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
9	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
10	DEVRY UNIVERSITY Shelley Wales 1310 E. 104 th St, 2 nd Floor Kansas City, MO 64131 (816)943-7463 kcc-careerservices@devry.edu Rev. 5-2-7-16	Yes	0
11	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
12	EL CENTRO DE LAS AMERICAS Blanca Ramirez 2032 U Street Lincoln, NE 68503 (402) 474-3950 ramirezblanca@msn.com	Yes	0
13	FACEBOOK.COM Notice of Opening Posted by Internet Director	No	0



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14	GRAY TELEVISION STATION GROUP Chelsea Clements/Gray Television Inc 4370 Peachtree Road, NE Atlanta, GA 30319 (404) 266-8333 Chelsea.clements@gray.tv eff 12-29-17 per email received	No	22
15	HUTCHINSON COMMUNITY COLLEGE Betty Ann Kelly, Placement Office Secretary 1300 North Plum Hutchinson, KS 67501 (620) 665-3495 / FAX (620) 728-8139 Post direct to Web site eff. 5-12-16 https://www.collegecentral.com/hutchcc/	Yes	0
16	INDIAN CENTER / WIA PROGRAM Job Placement 1100 Military Road Lincoln, NE 68508 (402)438-5321 nagin16@hotmail.com Email received this person no longer there-trying to find replacement contact	Yes	0
17	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
18	IOWA STATE UNIVERSITY Greenlee School of Journalism and Communication 16E Hamilton Hall Ames, IA 60011-1180 (712) 294-5108 Fax Becky Irish insternships@jlmc@iastate.edu	Yes	0
19	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



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20	ITT TECHNICAL INSTITUTE Nancy Hewitt 9814 M Street Omaha, NE 68127 (402) 331-2900 (402) 331-3759 nhewitt@itt-tech.edu Closed Doors Per News Story	No	0
21	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
22	KAPLAN UNIVERSITY Alisa Parmer 1821 K Street Lincoln, NE 68508 (402) 474-5315 aparmer@kaplan.edu Change of contact 3-24-16	Yes	0
23	LORAS COLLEGE Kate Berning, Coordinator of Media Operations 1450 Alta Vista St #81 Dubuque IA 52001 lctv@loras.edu	Yes	0
24	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
25	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	0
26	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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27	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
28	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
29	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
30	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
31	SAINT CLOUD STATE UNIVERSITY Drew Sandholm 720 4 th Avenue S – SH 14 St. Cloud, MN 56301 (320) 308-4967 spj@stcloudstate.edu	Yes	0
32	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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33	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
34	TV JOBS .COM Mark Holloway PO Box 4116 Oceanside, CA 92052 (800) 374-0119 www.tvjobs.com	Yes	0
35	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
36	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 Eff. 4-2-18 Post jobs to Handshakes.com per email rec'd	Yes	0
37	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
38	UNIVERSITY OF NEBRASKA – LINCOLN Tanya Greene / Chris Timm & Laurie Lee 230 Nebraska Union Lincoln, NE 68588 (402) 472-8052 UNL Career Services-Post direct to Handshakes.com eff 6-30-18 and kscanlon2@unl.edu and ralloway1@unl.edu Change of contact eff. 6-30-18	Yes	0



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39	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 Eff. May 2018-Post all jobs to Handshakes.com per email rec'd 5-14-18	Yes	0
40	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
41	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
42	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
43	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



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44	WAYNE STATE COLLEGE Heather Reinhardt / Terri Heggemeyer 1111 Main Street Kanter Student Center Room 101 Wayne, NE 68787 (402) 375-7425 Eff 5-31-18 Post direct online to: https://wsc-csm.symplicity.com/employers	Yes	0
45	WESTERN NEBRASKA COMMUNITY COLLEGE Carla Stein 1601 E. 27 th Street Scottsbluff, NE 69361 (308) 635-6121 goldenc1@wncc.edu	Yes	0
46	Word of Mouth Referral Includes Employee Referral, Former Employee Referral, Internal Candidate, Walk-ins, etc.	No	25
47	YORK COLLEGE Rusty Ridley 1125 E. 8 th Street York, NE 68467 (402) 363-5615 jibaker@york.edu	Yes	0
48	YWCA John Quinn 222 South 29 th Street Omaha, NE 68131 (402) 345-6555 / FAX (402) 345-0635 johng@wcaomaha.org	Yes	0
49	COLLECTIVE TALENT Michael Bille 1721 Richardson Place Tampa, FL 33606 813.254.9695 www.collectivetalent.com (On air positions only)	No	0
50	MEDIALINE.COM Mark Shilstone mark@medialine.com www.medialine.com (News and Production positions only)	No	0
51	GRAND ISLAND DAILY INDEPENDENT (\$) Attn: Classifieds PO Box 1208 Grand Island, NE 68802 (308)382-1000	No	0



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52	Kearney Hub (\$) 13 E 22 nd St PO Box 1988 Kearney NE 68848 308-234-2121	No	0
53	Lincoln Journal Star (\$) Afton Rodriguez 402-473-7185 800-742-7315 arodriguez@journalstar.com	No	0
54	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
55	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
56	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
57	North Platte Telegraph (\$) Nptelegraph.com	No	0
58	Craigslist Admin. Assistant posts Direct to Website http://www.craigslist.com	No	0
59	INDEED.COM Indeed.com Website People Matter/Gray posts all Jobs to this site-No longer for us to post Free Job Posts Only Use For Production and Creative Service Postings Only Added 11-5-15 Per Dept. Head Request www.indeed.com	No	4



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60	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	16
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:			80



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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>3-7-18 KOLN News Anchor spoke to a Videography/Cinematography Class at UNL College of Journalism and Mass Communications. Career paths and positions in the Company were discussed.</p> <p>2-28-18 KSNB hosted High School Seniors for a Career Day Session. Station Manager, News Director, Meteorologist, and Anchor/MMJ spoke about positions in the Company and Career paths in the Television Industry.</p> <p>3-5-18 KNOP Meteorologist spoke to a group of boy scouts in North Platte about weather and careers in the Meteorology field in a television station.</p> <p>5-15-18 KOLN Meteorologist spoke to students at Sagewood Elementary in Elkhorn Nebraska. It was a weather talk and discussed paths in the Television industry in regards to weather.</p>
2	Management EEO Training	<p>08-24-18 Employment Law Seminar was sponsored by the Nebraska Broadcaster's Association presented by Tara A. Stingley, Law Attorney with Cline, Williams, Wright, Johnson and Oldfather. Attendance: Operations Manager, Newsroom Managers and Assistant News Room Manager.</p>



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3	Internship Program	<p>5/15/18-8/9/18 UNL Journalism Student Interned in News supervised by the Assistant News Director.</p> <p>05/23/18– 12-7-18 - University of Nebraska Broadcast Student interned in Production supervised by the Production Supervisor.</p> <p>5/29/18–8/9/18– Concordia College In Seward Journalism Student interned in News supervised by the Assistant News Director.</p> <p>9/4/18 – University of Nebraska Journalism Student interned in News supervised by the Assistant News Director.</p> <p>9/12/18- University of Nebraska Journalism Student interned in News Supervised by Assistant News Director.</p> <p>9/12/18 – University of Nebraska Journalism Student Interned in News Supervised by Assistant News Director.</p>
4	Participation in Career Fairs	<p>8/14/18- NBA Career Fair at the Embassy Suites, Downtown Lincoln Nebraska. Director of Operations, Production Supervisor, Newsroom Managers and Assistant News Room Manager were there to show job opportunities in the Broadcasting Business.</p>
5	Broadcast Scholarship Program	<p>1/2/18-2/28/18 KOLN and KSNB aired a :30 Promo on DT1 and DT2 soliciting applicants for the NBA 2013 Broadcast Scholarship Program.</p> <p>NBA Broadcast Scholarship was also put on KOLN website soliciting applicants.</p> <p>3/8/18 – 7 Applicants were judged/ranked by the Community Service Director based on GPA, Essay, Experience in the field Honors and Awards and Post High School extracurricular activities for the NBA 2018 Broadcast Scholarship Program</p>



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		<p>4/6/18 Nebraska Broadcaster Association notified station of the recipients named</p> <p>8/14/18 – The recipients were awarded the scholarship at the Nebraska Broadcaster Association Convention in Lincoln, Nebraska</p>
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