



**KOLN/KGIN TV**  
**EEO PUBLIC FILE REPORT**  
**FEBRUARY 1, 2012 – JANUARY 31, 2013<sup>1</sup>**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sports Anchor/Reporter/Videographer	1-4, 6-9, 11-16, 17-20, 23, 25, 27, 29-37, 40, 41, 44, 46-48, 50-51, 53-57, 59-63, 69-71, 75, 81-97	1
Chief Videographer	1-9, 11, 14-20, 23, 25, 27, 29-36, 39-40, 44, 46, 47, 49, 51 53-57 59-63, 69-71, 75, 81-97	39
Marketing Consultant – Grand Island	1-4, 6-9, 11-15, 17-20, 23, 25, 27-37, 40-41, 44, 46-48, 51, 53-57, 59-63, 69-71, 75, 81-97	28
Grand Island VJ	1-4, 6-9, 11, 14, 15, 17-20, 23, 25, 27, 29-36, 39-44, 48, 51, 53-57, 59-63, 69-71, 75, 81-97	19
Grand Island VJ	1-4, 6-9, 11, 14, 15, 17-20, 23, 25, 27, 29-36, 39-44, 46-48, 51, 53-57, 59-63, 69-71, 75, 79, 81-97	19
KGIN Sales Assistant	1-4, 6-9, 11, 14, 15, 17-20, 23, 25, 27, 29-36, 40, -44, 51, 53-57, 59, 60-63, 69-71, 75, 81-98	98
Marketing Consultants - Lincoln	1-4, 6-9, 11-15, 17-20, 23, 25, 27, 29-36, 40, 41, 44, 46-48, 51, 53-57, 59-64, 69-71, 75, 81-98	84
Marketing Consultants - Lincoln	1-4, 6-9, 11-15, 17-20, 23, 25, 27, 29-36, 40, 41, -44, 46-48, 51, 53-57, 59-64, 69-71, 75, 79, 81-98	1
KGIN Sales Manager	1-4, 6-9, 11, 12-15, 17, 18, 20, 23, 25, 27-36, 40, 41, 44, 47, 48, 51, 53-57, 59-63, 69-71, 75, 81-98	28
Marketing Consultants - Lincoln	1-4, 6-9, 11-15, 17-20, 23, 25, 27, 29-36, 40, 21, 44, 51, 53-57, 59-63, 69-71, 75, 81-98	19
KGIN Sales Assistant	1-4, 6-9, 11, 13, 14, 15, 17-20, 23, 25-27, 29-36, 40, 41, 44, 51, 53-57, 59-63, 69-71, 75, 81-98	19

<sup>1</sup> This Report was revised in January and April 2014 to address reporting issues. The Report was uploaded timely to the stations' online public files on January 21, 2013. See Attachment A.



<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Video Journalist – Grand Island	1-4, 6-9, 11-15, 17-20, 23, 25, 27, 29-36, 39-41, 44, 50-51, 53-57, 59-63, 69-71, 75, 81-98	1
Marketing Consultant – Grand Island	1-4, 6-9, 11-15, 17-20, 23, 25, 27, 29-36, 40, 41, 44, 46-48, 51, 53-57, 59-63, 69-71, 75, 81-99	19
VJ/Anchor/Producer – Grand Island	1-4, 6-9, 11-16, 17-20, 23, 25, 27, 29-36, 40-41, 44, 46-48, 51, 53-57, 59-63, 69-71, 75, 81-98	1
VJ/Anchor/Producer – Grand Island	1-4, 6-9, 11-16, 17-20, 23, 25, 27, 29-36, 40-41, 44, 46-48, 51, 53-57, 59-63, 69-71, 75, 81-98	75
Content Producer/VJ - Lincoln	1-9, 11, 12, 14, 15, 23, 25, 27, 29, 36, 39-41, 44, 46, 51, 53-57, 59-63, 69-71, 75, 81-98	19
KGIN Sports Reporter/Anchor/VJ	1-4, 6-9, 11-15, 17, 18-20, 23, 25, 27, 29-36, 39-41, 44, 51, 53-57, 59-63, 69-71, 75, 81-98	19
Content Producer	1-9, 11, 14, 15, 17, 18, 20, 23, 25, 27, 29, 30-36, 39-41, 44, 47, 51, 53-57, 59-63, 69-71, 75, 81, 83-98	1
Content Producer-VJ Lincoln	1-4, 6-9, 11, 12, 14, 15, 19, 23, 25, 27, 29-36, 39-41, 44, 46, 51, 53-57, 59-63, 69-71, 75, 81-98	19
Creative Service Provider	1-4, 6-9, 11, 14, 15, 17-20, 23, 25, 27, 29-36, 39-41, 44, 51, 53-57, 59-63, 69-71, 75, 79, 81-97	1
VJ-Anchor-Producer Lincoln	1-4, 6-9, 11-15, 17, 18, 20, 23, 25, 27-36, 40, 41, 44, 51, 53-57, 59-63, 69-71, 75, 81-98	28
Marketing Consultant Lincoln	1-4, 6-9, 11-15, 17-20, 23, 25, 27, 29-36, 40, 41, 44, 46-48, 51, 53-57, 59-63, 69-71, 75, 81-98	1
Marketing Consultant Lincoln	1-4, 6-9, 11-15, 17-20, 23, 25, 27, 29-36, 40, 41, 44, 51, 53-57, 59-63, 69-71, 75, 81-98	19



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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<b>1011NOW</b> www.1011now.com	No	21
2	<b>ADVERTISING FEDERATION OF LINCOLN</b> Tracy Munoz PO Box 80093 Lincoln, NE 68501 <a href="mailto:tmunoz@adfedlincoln.org">tmunoz@adfedlincoln.org</a>	Yes	0
3	<b>AIB COLLEGE OF BUSINESS</b> Jane DeHaven, Career Services Director 2500 Fleur Drive Des Moines, IA 50321 Phone – (515) 246-5342 Fax – (515) 288-4366 <a href="mailto:dehavenj@aib.edu">dehavenj@aib.edu</a>	Yes	0
4	<b>ASIAN COMMUNITY &amp; CULTURAL CENTER</b> Modesta Putla 2615 O Street Lincoln, NE 68510 (402) 467-3446 <a href="mailto:asiancenter2004@yahoo.com">asiancenter2004@yahoo.com</a>	Yes	0
5	Reserved for future use	No	0
6	<b>CENTRAL COMMUNITY COLLEGE</b> Glenda Heath P O BOX 4903 Grand Island, NE 68802-4903 (308) 398-7408 / FAX (308) 398-7398 <a href="mailto:gheath@cccneb.edu">gheath@cccneb.edu</a>	Yes	1
7	<b>CHADRON STATE COLLEGE</b> Janet Hartman 1000 Main Street Chadron, NE 69337 (308) 432-6439 <a href="mailto:jhartman@csc.edu">jhartman@csc.edu</a>	Yes	0
8	<b>CHICANO AWARENESS CENTER</b> 4821 South 24 <sup>th</sup> Street Omaha, NE 68107 Leah Humphries Health and Social Services Director (402) 733-2720 (402) 733-6720 Fax <a href="mailto:Lwagner@latinocenterofthemidlands.org">Lwagner@latinocenterofthemidlands.org</a> or <a href="mailto:rvallecillo@latinocenterofthemidlands.org">rvallecillo@latinocenterofthemidlands.org</a>	Yes	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	<b>COLLEGE OF ST. MARY</b> Jen McCarthy, Asst. Director of Achievement Center 1901 S. 72 <sup>nd</sup> Street Omaha, NE 68124 (402) 399-2485 / (402) 399-2686 – FAX <a href="mailto:jmccarthy@csm.edu">jmccarthy@csm.edu</a>	Yes	0
10	<b>COLLECTIVE TALENT</b> Michael Bille 1721 Richardson Place Tampa, FL 33606 813.254.9695 <a href="http://www.collectivetalent.com">www.collectivetalent.com</a>	No	0
11	<b>COLUMBIA UNIVERSITY</b> Graduate School of Journalism Julie Hartenstein, Deputy Director of Career Services 2950 Broadway New York, NY 10027 (212)854-9198 <a href="mailto:jh548@columbia.edu">jh548@columbia.edu</a>	Yes	0
12	<b>CONCORDIA UNIVERSITY</b> Cindy Greene 800 N. Columbia Avenue Seward, NE 68434 (800) 535-5494 Fax: (402) 643-0561 <a href="mailto:Cindy.greene@cune.edu">Cindy.greene@cune.edu</a>	No	0
13	<b>CRAIGSLIST</b> <a href="http://www.craigslist.com">www.craigslist.com</a>	No	0
14	<b>CREIGHTON UNIVERSITY CAREER CENTER</b> Jim Bretl 2500 California Plaza Omaha, NE 68178 (402) 280-2722 <a href="mailto:careercenter@creighton.edu">careercenter@creighton.edu</a>	Yes	0
15	<b>DEVRY UNIVERSITY</b> Gerry Ellis 500 East 112 <sup>th</sup> Street Kansas City, MO 64131 (816)941-0430, Ext. 6376 / FAX (816)941-0239 <a href="mailto:gellis@kc.devry.edu">gellis@kc.devry.edu</a>	Yes	0
16	Reserved for future use	No	0
17	<b>DRAKE UNIVERSITY SCHOOL OF JOURNALISM</b> 118 Meredith Hall Des Moines, IA 50311-4505 Carlyn Crowe (515) 271-3867 / FAX (515) 271-2798 <a href="mailto:carlyn.crowe@drake.edu">carlyn.crowe@drake.edu</a>	Yes	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	<b>EL CENTRO DE LAS AMERICAS</b> Marien Ruiz or Blanca Ramirez 2032 U Street Lincoln, NE 68503 (402) 474-3950 <a href="mailto:elcentrolincoln@yahoo.com">elcentrolincoln@yahoo.com</a> / <a href="mailto:ramirezblanca@msn.com">ramirezblanca@msn.com</a>	Yes	0
19	<b>EMPLOYEE REFERRAL</b>	No	17
20	<b>EXPERIENCE UNLIMITED/NE Dept. Of Labor</b> Ruth Liedle, Coordinator 5404 Cedar Street Omaha, NE 68106 (402) 595-3008 / FAX (402) 595-2525 <a href="mailto:ruth.liedle@nebraska.gov">ruth.liedle@nebraska.gov</a>	Yes	0
21	<b>FACEBOOK.COM</b> Notice of Openings Posted by HR Director	No	0
22	<b>FORMER EMPLOYEE REFERRAL</b>	No	0
23	<b>GOODWILL INDUSTRIES</b> Kristen Koopman 2421 N. 24 <sup>th</sup> Street Omaha, NE 68110 402.342.2210 / Fax 402.342.2214 <a href="mailto:kkoopman@goodwillomaha.org">kkoopman@goodwillomaha.org</a>	Yes	0
24	<b>GRAND ISLAND DAILY INDEPENDENT</b> Attn: Classifieds PO Box 1208 Grand Island, NE 68802 (308)382-1000	No	0
25	<b>GRAY TELEVISION STATION GROUP</b> Jane Ploeger / WSAW-TV 1114 Grand Avenue Wausau, WI 54403 (715) 845-4211 <a href="mailto:jploeger@wsaw.com">jploeger@wsaw.com</a>	No	0
26	Reserved for future use	No	0
27	<b>HUTCHINSON COMMUNITY COLLEGE</b> Betty Ann Kelly, Placement Office Secretary 1300 North Plum Hutchinson, KS 67501 (620) 665-3495 / FAX (620) 728-8139 <a href="mailto:kellyb@hutchcc.edu">kellyb@hutchcc.edu</a>	Yes	0
28	<b>INTERNAL POSTING/CANDIDATE</b>	No	4
29	<b>INDIAN CENTER / WIA PROGRAM</b> Job Placement 1100 Military Road Lincoln, NE 68508 (402)438-5321 <a href="mailto:nagin16@hotmail.com">nagin16@hotmail.com</a>	Yes	0



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30	<b>IOWA STATE UNIVERSITY</b> Kathy Wieland, Director Business Career Services, Raisbeck Career Services Cnt 1320 Gerdin Business Building Ames IA 50011-1350 (515) 294-2542 / FAX (515) 294-1776 <a href="mailto:buscs@iastate.edu">buscs@iastate.edu</a> or <a href="mailto:meridith@mail.iastate.edu">meridith@mail.iastate.edu</a>	Yes	0
31	<b>IOWA STATE UNIVERSITY</b> Greenlee School of Journalism and Communication 16E Hamilton Hall Ames, IA 60011-1180 (712) 294-5108 Fax Becky Irish <a href="mailto:kmm@iastate.edu">kmm@iastate.edu</a>	Yes	0
32	<b>IOWA STATE UNIVERSITY</b> Steve Kravinsky, Director Liberal Arts & Sciences Career Services 102 Catt Hall Ames IA 50011-1302 (515) 294-4841/ FAX (515) 294-7446 <a href="mailto:srkravi@iastate.edu">srkravi@iastate.edu</a>	Yes	0
33	<b>IOWA WORKFORCE DEVELOPMENT</b> Randy Brookhart 300 W. Broadway, Suite 13 Council Bluffs, IA 51503 (712) 242-2142 / FAX (712) 242-2155 <a href="mailto:randy.brookhart@iwd.state.ia.us">randy.brookhart@iwd.state.ia.us</a>	Yes	0
34	<b>ITT TECHNICAL INSTITUTE</b> Nancy Hewitt 9814 M Street Omaha, NE 68127 (402) 331-2900 (402) 331-3759 <a href="mailto:nhewitt@itt-tech.edu">nhewitt@itt-tech.edu</a>	Yes	0
35	<b>KANSAS STATE UNIVERSITY</b> Career & Employment Services Linda Diehl and/or Janet Howland, Jobs Coordinators Manhattan, KS 66506-1701 (785) 532-6956 / FAX (785) 532-6802 <a href="mailto:jobs@ksu.edu">jobs@ksu.edu</a> Direct Posting to Site: <a href="http://www.myinterfase.com/kstate/home.aspx">www.myinterfase.com/kstate/home.aspx</a> or <a href="http://www.kstate.edu/employment/">http://www.kstate.edu/employment/</a>	Yes	0
36	<b>KAPLAN UNIVERSITY</b> Megan Keck 1821 K Street Lincoln, NE 68508 (402) 474-5315 <a href="mailto:mkeck@kaplan.edu">mkeck@kaplan.edu</a> or <a href="mailto:jlemon@kaplan.edu">jlemon@kaplan.edu</a>	Yes	0
37	<b>LINKEDIN.COM</b> Notice of Openings Posted by HR Director	No	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
38	<b>MARKETING IDEANET</b> 602 Communications Graeme Newell (704) 543-1426 <a href="mailto:gnewell@602communications.com">gnewell@602communications.com</a>	No	0
39	<b>MEDIALINE.COM</b> Mark Shilstone <a href="mailto:mark@medialine.com">mark@medialine.com</a> <a href="http://www.medialine.com">www.medialine.com</a>	No	1
40	<b>METROPOLITAN COMMUNITY COLLEGE</b> Lorette Teal, Business Partnerships Consultant PO Box 3777 Omaha, NE 68103-0777 402.457.2546 Fax: 402.457.2607 <a href="mailto:lteal@mccneb.edu">lteal@mccneb.edu</a>	Yes	0
41	<b>MEXICAN AMERICAN COMMISSION</b> Cecilia Oilvares Huerta PO Box 94965 Lincoln, NE 68509 (402) 471-2791 <a href="mailto:ndol.omahawfd@nebraska.gov">ndol.omahawfd@nebraska.gov</a>	No	0
42	<b>MID-PLAINS COMMUNITY COLLEGE</b> Jamie Peters, Berva Arensdorf or Tiffany Reckard 1101 Halligan Drive North Platte, NE 69101 800-658-4308, ext. 3618 <a href="mailto:petersj@mpcc.edu">petersj@mpcc.edu</a> / <a href="mailto:careerservices@mpcc.edu">careerservices@mpcc.edu</a> or <a href="mailto:reckardt@mpcc.edu">reckardt@mpcc.edu</a>	No	0
43	Reserved for future use	No	0
44	<b>MITCHELL TECHNICAL INSTITUTE</b> Jim Grace / Director, Satellite Communications 821 North Capital Mitchell, SD 57301 605.996.1281 Fax: 605.995.8234 <a href="mailto:tkenny@scfcu.net">tkenny@scfcu.net</a>	No	0
45	<b>MONSTER.COM</b> Jason Trennepohl (317)616-5700	No	0
46	<b>NATIONAL ACADEMY OF TELEVISION ARTS &amp; SCIENCES</b> Audrey Elling 2140 S. Ivanhoe St., Suite G-3 Denver, CO 80222 (303) 722-0916 <a href="mailto:office@emmyawards.tv">office@emmyawards.tv</a>	No	0



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47	<b>NATIONAL AGRICULTURAL FEDERATION</b> MULTICULTURAL HUMAN DEVELOPMENT 300 N. 27 <sup>th</sup> Street, Suite A Lincoln, NE 68503 (402) 434-2821 <a href="mailto:manderson@nafmhdc.org">manderson@nafmhdc.org</a>	No	0
48	<b>NATIONAL ASSOCIATION OF BROADCASTERS</b> Karen Hunter NAB.org 1771 N Street, NW Washington, DC 20036 202-429-5300 202-429-4199 <a href="http://www.nabef.org">www.nabef.org</a>	No	0
49	<b>NAT'L ASSOCIATION OF HISPANIC JOURNALISTS</b> Leticia Salazar, Program Assistant 1000 National Press Building 529 14 <sup>th</sup> Street, NW Washington, DC 20045 (202) 662-7145 (202) 662-7144 – fax <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	No	0
50	<b>NATIONAL PRESS PHOTOGRAPHERS ASSN.</b> <b>Job Information Bank</b> Via Email to Regional Chair as follows: Roger Hamer (402)233-7805 <a href="mailto:rlhamer@hotmail.com">rlhamer@hotmail.com</a> / <a href="mailto:roger.hamer@wowt.com">roger.hamer@wowt.com</a>	No	0
51	<b>NATIONAL COUNCIL OF NEGRO WOMEN</b> Janet Robb PO Box 30072 Lincoln, NE 68503 (402) 478-7091 <a href="mailto:jcrobb520@yahoo.com">jcrobb520@yahoo.com</a>	Yes	0
52	Reserved for future use	N/A	N/A
53	<b>NEBRASKA BROADCASTERS ASSOCIATION</b> Marty Riemenschneider 12020 Shamrock Plaza, Suite200 Omaha, NE 68154 (402) 778-5178 <a href="mailto:marty@ne-ba.org">marty@ne-ba.org</a>	Yes	0
54	<b>NEBRASKA CAREER CONNECTIONS</b> Bob Smallfoot, Administrative Director 402.323.3428 <a href="mailto:rsmallfoot@southeast.edu">rsmallfoot@southeast.edu</a>	No	0
55	<b>NEBRASKA COMMISSION INDIAN AFFAIRS</b> Judi M. Gajashkibos PO box 94981 Lincoln, NE 68509 (402) 471-3475 <a href="mailto:judi.gaiashkibos@nebraska.gov">judi.gaiashkibos@nebraska.gov</a> / <a href="http://networks.nebraska.gov">networks.nebraska.gov</a>	Yes	0





RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
56	<b>NEBRASKA DEPARTMENT OF LABOR</b> Troy Larsen, Business Services Representative 1010 N Street, Box 194 Lincoln, NE 68508 (402) 471-2438 <a href="mailto:troy.larsen@nebraska.gov">troy.larsen@nebraska.gov</a> / <a href="http://networks.nebraska.gov">networks.nebraska.gov</a>	Yes	1
57	<b>NEBRASKA DEPT. OF VOCATIONAL REHABILITATION</b> Susan Hagen 1313 Farnam-on-the-Mall Omaha, NE 68102-1874 (402) 595-1918 / FAX (402) 595-1125 <a href="mailto:susan.hagen@nebraska.gov">susan.hagen@nebraska.gov</a> / <a href="http://networks.nebraska.gov">networks.nebraska.gov</a>	Yes	0
58	Reserved for future use	No	0
59	<b>NEBRASKA WORKFORCE DEVELOPMENT/DOL-OMAHA</b> Luis Lopez or Peggy Kotschwar 5715 F Street Omaha, NE 68117-2822 (402) 595-3067 (402) 595-2701 Fax <a href="mailto:luis.lopez@nebraska.gov">luis.lopez@nebraska.gov</a> / <a href="http://networks.nebraska.gov">networks.nebraska.gov</a>	No	0
60	<b>NEW HORIZONS COMPUTER LEARNING CENTER</b> Kris Sundby 2125 North 120 <sup>th</sup> Street Omaha, NE 68164 (402) 331-4123, ext. 217 <a href="mailto:ksundby@omahanh.com">ksundby@omahanh.com</a>	Yes	0
61	<b>NORTHEAST COMMUNITY COLLEGE</b> Rose Ann Rogers 801 E. Benjamin Avenue, P O Box 469 Norfolk, NE 68702-0469 (402) 844-7263 (402) 844-7400 Fax <a href="mailto:roseann@northeastcollege.com">roseann@northeastcollege.com</a>	Yes	0
62	<b>NORTHWEST MISSOURI STATE UNIVERSITY</b> Office of Career Services 800 University Drive, Admin Bldg. 130 Maryville, MO 64468 (660) 562-1250 / FAX (660) 562-1384 <a href="mailto:career@nwmissouri.edu">career@nwmissouri.edu</a> or <a href="http://www.nwmissouri.edu/careerserv/">http://www.nwmissouri.edu/careerserv/</a>	Yes	0
63	<b>OPERATION ABLE</b> Marilyn Griffin 1010 N Street, Box 167 Lincoln, NE 68508 (402) 441-6177 <a href="mailto:mgriffin@lincoln.ne.gov">mgriffin@lincoln.ne.gov</a>	Yes	0
64	<b>WORD OF MOUTH REFERRAL</b>	No	2
65	Reserved for future use	No	0
66	<b>POSTJOBSNOW.COM</b> <a href="mailto:paulallen@postjobsnow.com">paulallen@postjobsnow.com</a>	No	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
67	<b>POYNTERONLINE.COM</b> (Website for Journalists) 801 Third Street South St. Petersburg, FL 33701 Phone (888) 769-6837 Brian Warner, x. 237 or Colleen <a href="http://www.poynteronline.com">www.poynteronline.com</a>	No	0
68	<b>RTNDA JOB BULLETIN</b> Radio-Television News Directors Association 1600 K Street NW, Suite 700 Washington, DC 20006 800.80.RTNDA / 202.467.5208 / Fax 202.223.4007 Nicole Newsome <a href="http://www.rtna.org/jobs/post">www.rtna.org/jobs/post</a>	No	0
69	<b>SAINT CLOUD STATE UNIVERSITY</b> Drew Sandholm 720 4 <sup>th</sup> Avenue S – SH 14 St. Cloud, MN 56301 (320) 308-4967 <a href="mailto:sji@stcloudstate.edu">sji@stcloudstate.edu</a>	Yes	0
70	<b>SOUTH ASIAN JOURNALISTS ASSOCIATION</b> C/O Columbia University Journalism Professor Sreenath Srenivasan 2950 Broadway New York, NY 10027 (212) 854-5979 <a href="mailto:Ss221@columbia.edu">Ss221@columbia.edu</a>	Yes	0
71	<b>SOUTHEAST COMMUNITY COLLEGE</b> Lynn Willey 1600 K Street NW, Suite 700 Lincoln, NE 68520 (402) 437-2622 <a href="mailto:placement@southeast.edu">placement@southeast.edu</a>	Yes	0
72	<b>SPOTS-N-DOTS (\$)</b> Daily News of TV Sales S'N'D Publications 1567 Oakdale Road TV City, NY 13970 <a href="mailto:selltv@aol.com">selltv@aol.com</a> (888)884-2630 / Fax (607)729-7331	No	0
73	<b>TALENTZOO</b> <a href="http://www.talentzoo.com">www.talentzoo.com</a>	No	0
74	<b>TELEVISION BUREAU OF ADVERTISING</b> Arlean Fong 3 Each 54 <sup>th</sup> Street New York, NY 10022 VP Finance & Administration (212) 486-1111 (212) 935-5631 FAX <a href="mailto:arlean@tvb.org">arlean@tvb.org</a>	No	0



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75	<b>TV JOBS .COM</b> Mark Holloway PO Box 4116 Oceanside, CA 92052 (800) 374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	7
76	<b>TV NEWS DAY</b> <a href="http://www.tvnewsday.com">www.tvnewsday.com</a>	No	0
77	<b>TV SPY</b> <a href="http://www.tvspy.com">www.tvspy.com</a>	No	0
78	<b>TWITTER.COM</b> Notice of Openings Tweeted by HR Director	No	0
79	Reserved for future use	No	0
80	<b>UNITY / JOURNALISMNEXT.COM</b> Allison DeSevo 1601 North Kent Street, Suite 1003 Arlington VA 22209 (703) 469-2100 / FAX (703) 469-2108 <a href="http://www.journalismnext.com">www.journalismnext.com</a>	No	0
81	<b>UNIVERSITY OF MINNESOTA</b> School of Journalism & Mass Communications 110 Murphy Hall, 206 Church Street Minneapolis, MN 55455 <a href="mailto:simcugs@umn.edu">simcugs@umn.edu</a>	Yes	0
82	<b>UNIVERSITY OF KANSAS</b> Patty Noland 1435 Jayhawk Blvd. Lawrence, KS (785) 864-5318 <a href="mailto:pnoland@ku.edu">pnoland@ku.edu</a>	Yes	0
83	<b>UNIVERSITY OF NEBRASKA – KEARNEY</b> Judy Spivey Department of Communications Mitchell Center Kearney, NE 68849 (308) 865-8249 (308) 865-1537 Fax <a href="mailto:spiveyj@unk.edu">spiveyj@unk.edu</a>	Yes	0
84	<b>UNIVERSITY OF NEBRASKA – LINCOLN</b> Tanya Greene / Chris Timm Also Larry Walklin & Rick Alloway 230 Nebraska Union Lincoln, NE 68588 (402) 472-8052 <a href="mailto:careerservices@unl.edu">careerservices@unl.edu</a> and <a href="mailto:nccsa@unl.edu">nccsa@unl.edu</a> and <a href="mailto:lwalklin1@unlnotes.unl.edu">lwalklin1@unlnotes.unl.edu</a> and <a href="mailto:ralloway@unlnotes.unl.edu">ralloway@unlnotes.unl.edu</a>	Yes	4



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
85	<b>UNIVERSITY OF NEBRASKA – OMAHA</b> Jim Adams Television / Eng. #200 6001 Dodge St. Omaha, NE 68182-0234 (402) 554-2516 / FAX (402) 554-2440 <a href="mailto:jimadams@mail.unomaha.edu">jimadams@mail.unomaha.edu</a> / <a href="http://unomaha/hirewire.com">unomaha/hirewire.com</a>	Yes	0
86	<b>UNIVERSITY OF NEBRASKA – TV</b> Rick Alloway, Placement Director Broadcasting Department 147 Andersen Hall TV, NE 68588-0466 Placement Director Rick Alloway (402) 472-6856 (402) 472-8403 Fax <a href="mailto:ralloway1@unl.edu">ralloway1@unl.edu</a>	Yes	0
87	<b>UNIVERSITY OF OHIO</b> E. W. Scripps School of Journalism Debra DePeel 106 Scripps Hall Athens, OH 45701 (740) 593-2591 <a href="mailto:depeel@ohio.edu">depeel@ohio.edu</a>	Yes	0
88	<b>UNIVERSITY OF OHIO</b> School of Media Arts & Studies Paula Carpenter 202 RTV9 South College St. Athens, OH 45701 (740) 593-4861 <a href="mailto:carpenp1@ohio.edu">carpenp1@ohio.edu</a>	Yes	0
89	<b>UNIVERSITY OF WISCONSIN – MADISON</b> School of Journalism & Mass Communications Robert Schwoch 5115 Vilas Hall 821 University Avenue Madison, WI 53706 (608) 263-4858 <a href="mailto:schwoch@wisc.edu">schwoch@wisc.edu</a>	No	0
90	<b>VATTEROTT COLLEGE</b> Justin Mackling, Director Career Services 11818 I Street Omaha, NE 68137 402.891.9411 Fax: 402.891.2447 <a href="mailto:Justin.Mackling@vatterott-college.edu">Justin.Mackling@vatterott-college.edu</a>	No	0
91	<b>WAYNE STATE COLLEGE</b> Heather Reinhardt / Terri Heggemeyer 1111 Main Street Wayne, NE 68787 (402) 375-7425 <a href="mailto:careerservices@wsc.edu">careerservices@wsc.edu</a>	Yes	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
92	<b>WESTERN NEBRASKA COMMUNITY COLLEGE</b> Carla Stein 1601 E. 27 <sup>th</sup> Street Scottsbluff, NE 69361 (308) 635-6121 <a href="mailto:steinc@wncc.net">steinc@wncc.net</a>	Yes (as of March 2012)	0
93	<b>WOWT(TV)</b> <a href="http://www.WOWT.com">www.WOWT.com</a>	No	0
94	<b>YORK COLLEGE</b> Rusty Ridley 1125 E. 8 <sup>th</sup> Street York, NE 68467 (402) 363-5615 <a href="mailto:jbentley@york.edu">jbentley@york.edu</a>	Yes	0
95	<b>YWCA</b> Tiba Brown 222 South 29 <sup>th</sup> Street Omaha, NE 68131 (402) 345-6555 / FAX (402) 345-0635 <a href="mailto:tibab@ywcaomaha.org">tibab@ywcaomaha.org</a>	Yes	0
96	<b>OMAHA CHINESE CULTURAL ASSOCIATION</b> Linda (Chongning) Steele, President PO Box 540016 Omaha, NE 68124 (402) 515-4491 (Linda's Cell) <a href="mailto:omahachinese@gmail.com">omahachinese@gmail.com</a>	Yes	0
97	<b>MyAircheck.com</b> Scott Russell #1-771 Gibsons Way Gibsons, BC Canada VON 1V9 (604)740-1374 <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a>	Yes	0
98	<b>NETWORKS - NE DEPARTMENT OF LABOR</b> <a href="https://networks.nebraska.gov">https://networks.nebraska.gov</a> Posts to Nebraska Commission Indian Affairs, Department of Labor, Dept. of Vocational Rehabilitation, and Workforce Development	Yes (as of February 2012)	18
99	<b>NCRC – NATIONAL COLLEGE RECRUITING CONSORTION JOB ZONE</b> <a href="http://ncrc-csm.symplicity.com">http://ncrc-csm.symplicity.com</a> Posts to: Bellevue University, Doane College, Hastings College, Midland Lutheran College, Nebraska Wesleyan University, Peru State College, and Union College.	No	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:</b>			75



**KOLN/KGIN TV**  
**EEO PUBLIC FILE REPORT**  
**FEBRUARY 1, 2012 – JANUARY 31, 2013**

**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
<b>1</b>	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting (3)	<p><b>3/27/12</b> – Our News Director spoke to a Broadcast Journalism class at the University of Nebraska-Lincoln about career opportunities and expectations for those just getting into the business.</p> <p><b>10/31/12</b> – Our Operations Manager, Production Director and Creative Services Director hosted the Broadcast Production class from the University of Nebraska-Lincoln for a tour of our studios. Students were also given operations insight and an overview of career opportunities at the station.</p> <p><b>12/06/12</b> – Our Director of Promotions &amp; Public Affairs hosted the Union College Communications class for a tour of our studios. Students were also able to observe a live newscast and ask questions about career opportunities and station operations.</p>
<b>2</b>	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	In <b>August of 2012</b> , our management team (which includes department heads and supervisors) met with our General Manager to review and discuss the FCC's EEO requirements and each individual's EEO-related responsibilities and duties. Managers had the opportunity to ask questions and receive guidance on EEO-related issues.
<b>3</b>	Host internship program	From <b>2/9/12 to 5/3/12</b> , our stations hosted a student from the University of Nebraska-Lincoln for an internship program in our Production Department. The student was provided real-world learning experiences in the broadcasting field and received one-on-one instruction and hands-on opportunities. The student performed a variety of tasks working alongside broadcast professionals, including writing, editing, web-posting, and studio camera and prompter operations. The student was supervised by our Promotions Director.



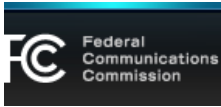
4	Participate in Career Fairs (2)	<p><b>4/13/12</b> – Our stations participated in the University of Nebraska-Lincoln’s College of Journalism and Mass Communications Career Fair held at Anderson Hall. At the fair we solicited resumes and discussed career opportunities with interested attendees. Station participants included our Supervising Producer.</p> <p><b>8/16/12</b> – Our stations participated in the Lincoln Area Broadcasters Career Fair held at Cornhusker Hotel. At the fair we solicited resumes and discussed career opportunities with interested attendees. Station participants included our Operations Manager, Promotions Director and News Content Producer.</p>
5	Sponsor events or programs for or on behalf of educational institutions relating to careers in broadcasting (7)	<p>Our stations hosted job shadows on the following dates for the following groups/individuals:</p> <p><b>7/24/12</b> – a University of Nebraska-Lincoln freshman shadowed our Promotions Director.</p> <p><b>9/20/12</b> - a Fairbury High School junior shadowed in the Production Department.</p> <p><b>11/13/12</b> – a University of Nebraska-Lincoln broadcasting student shadowed in the Newsroom.</p> <p><b>11/17/12</b> – a University of Nebraska-Lincoln class of 17 students shadowed in Newsroom.</p> <p><b>11/29/12</b> – a Lincoln High School junior shadowed in newsroom.</p> <p><b>12/04/12</b> – a Lincoln High School senior shadowed with meteorologist.</p> <p><b>01/14/13</b> – a University of Nebraska-Lincoln graduate shadowed in the Newsroom.</p> <p>The job shadows provided students with the opportunity to obtain a “behind the scenes” view of our stations and operations. Students also had the opportunity to ask questions about careers in broadcasting generally and our stations specifically.</p>



6	Participate in scholarship program	<p>Our stations participated in a scholarship program sponsored by the Nebraska Broadcasters Association. We ran on-air announcements soliciting applicants from <b>3/15/12</b> through <b>5/16/12</b> and our Operations Manager and Public Affairs Coordinator reviewed each application submitted and ranked applicants. Our stations made a \$500 contribution towards the scholarship and representatives from our stations attended an awards dinner on <b>8/16/12</b>.</p>
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# **Attachment A**



# TV Station Profiles & Public Inspection Files

SIGN IN

HOME ABOUT PUBLIC INSPECTION FILES FOR BROADCASTERS FOR DEVELOPERS FAQ HELP

STATION PROFILE

**KOLN** LINCOLN, NE

Virtual Channel **10** | RF Channel **10** | Facility ID **7890**



Search KOLN Station Profile

EQUAL EMPLOYMENT OPPORTUNITY RECORDS

EEO FORMS ADDITIONAL DOCUMENTS

The following folders contain additional EEO materials uploaded by stations. The *EEO Public File Reports* folder should contain annual reports prepared by stations with 5 or more employees in their employment units. The reports recount the stations' employment recruitment efforts during the preceding year. The *Audits-Investigations-Complaints* folder should contain information bearing on any ongoing inquiry, audit, investigation or complaint that concerns EEO and of which the licensee is aware.

Browse Equal Employment Opportunity Files EEO Public File Reports

File Name	Size	Type	Date Uploaded
EEO Report 02-01-2013 to 01-31-14.pdf	88.51 Kb	PDF	01/29/2014 9:42 am
EEO Report 2-1-06 to 1-31-07.pdf	1.00 Mb	PDF	01/29/2013 12:33 pm
EEO Report 2-1-07 to 1-31-08.pdf	0.97 Mb	PDF	01/29/2013 12:33 pm
EEO Report 2-1-08 to 1-31-09.pdf	755.13 Kb	PDF	01/29/2013 12:33 pm
EEO Report 2-1-09 to 1-31-10.pdf	779.78 Kb	PDF	01/29/2013 12:33 pm
EEO Report 2-1-10 to 1-31-11.pdf	714.66 Kb	PDF	01/29/2013 12:33 pm
EEO Report 2-1-11 to 1-31-12.pdf	832.44 Kb	PDF	11/06/2012 1:36 pm
EEO Report 2-1-12 to 01-31-13.pdf	434.00 Kb	DOC	01/21/2013 1:47 pm
EEO Report 2-1-12 to 1-31-13 - Revised.pdf	83.66 Kb	PDF	01/29/2014 9:42 am

FIND A STATION

You may enter a call sign (e.g., WXYZ), network affiliation (e.g., NBC), channel number (e.g., 26), or facility ID number (e.g., 123456).

KOLN CONTOUR MAP



RECENT HISTORY

- Uploaded 1 file in Records concerning commercial limits in childrens programs  
2 weeks ago
- Uploaded 1 file in Issues and programs lists  
2 weeks ago
- Uploaded 1 file in Equal Employment Opportunity Files  
2 months ago
- Uploaded 1 file in Equal Employment Opportunity Files  
2 months ago
- Uploaded 1 file in Equal Employment Opportunity Files  
2 months ago
- Uploaded 1 file in Equal Employment Opportunity Files  
2 months ago

GENERAL RESOURCES

[The Public and Broadcasting Manual](#)

For help or assistance please contact us at 1-877-480-3201 or 1-717-338-2824 (TTY) or you may submit requests online via [e-support](#).

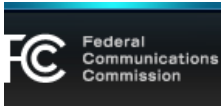
Federal Communications Commission  
445 12th Street SW  
Washington, DC 20554  
  
Phone: 1-888-225-5322  
TTY: 1-888-835-5322  
Fax: 1-866-418-0232

RSS  
[Privacy Policy](#)  
[Moderation Policy](#)  
[Website Policies & Notices](#)  
[Required Browser & Plug-ins](#)

FOIA  
[No Fear Act Data](#)  
[Open Government Directive](#)  
[Plain Writing Act](#)  
[2009 Recovery and Reinvestment Act](#)

GET EMAIL UPDATES

SIGN UP



# TV Station Profiles & Public Inspection Files

SIGN IN

HOME ABOUT PUBLIC INSPECTION FILES FOR BROADCASTERS FOR DEVELOPERS FAQ HELP

### STATION PROFILE

**KGIN** GRAND ISLAND, NE

Virtual Channel **11** | RF Channel **11** | Facility ID **7894**

NO IMAGE

### FIND A STATION

You may enter a call sign (e.g., WXYZ), network affiliation (e.g., NBC), channel number (e.g., 26), or facility ID number (e.g., 123456).

Search KGIN Station Profile

### EQUAL EMPLOYMENT OPPORTUNITY RECORDS

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EEO Report 2-1-06 to 1-31-07.pdf	1.00 Mb	PDF	02/01/2013 1:51 pm
EEO Report 2-1-07 to 1-31-08.pdf	0.97 Mb	PDF	02/01/2013 1:51 pm
EEO Report 2-1-08 to 1-31-09.pdf	755.13 Kb	PDF	02/01/2013 1:51 pm
EEO Report 2-1-09 to 1-31-10.pdf	779.78 Kb	PDF	02/01/2013 1:51 pm
EEO Report 2-1-10 to 1-31-11.pdf	714.66 Kb	PDF	02/01/2013 1:51 pm
EEO Report 2-1-11 to 1-31-12.pdf	832.44 Kb	PDF	11/06/2012 4:15 pm
EEO Report 2-1-12 to 01-31-13.pdf	434.00 Kb	DOC	01/21/2013 1:48 pm
EEO Report 2-1-12 to 1-31-13 - Revised.pdf	83.66 Kb	PDF	01/29/2014 9:41 am

### KGIN CONTOUR MAP



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2 weeks ago
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2 months ago

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Federal Communications Commission  
445 12th Street SW  
Washington, DC 20554  
  
Phone: 1-888-225-5322  
TTY: 1-888-835-5322  
Fax: 1-866-418-0232

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Required Browser & Plug-ins

FOIA  
No Fear Act Data  
Open Government Directive  
Plain Writing Act  
2009 Recovery and Reinvestment Act

### GET EMAIL UPDATES

Email Address

Zip Code

SIGN UP