

DOUGLAS COUNTY PUBLIC SCHOOL DISTRICT 001  
Station KIOS-FM, Omaha Nebraska  
Annual Equal Employment Opportunity Report  
February 1, 2023 – January 31, 2024

The licensee had no vacancies in the reporting period. See the attached Broadcast Employment Unit Recruitment Initiatives Checklist for outreach initiatives undertaken during the reporting period.

**BROADCAST EMPLOYMENT UNIT  
RECRUITMENT INITIATIVES CHECKLIST**

Station(s): KIOS-FM  
(list all that are included within Employment Unit)

Community of License: Omaha, Nebraska

Date of Annual Report: 1/23/24 License renewal app date Feb. 1, 2029  
(enter the anniversary of the date the renewal application must be filed,  
which is four months prior to expiration of license)

No. of Full-time Employees:<sup>1</sup> 5 – 10 \_\_\_\_\_ / More than 10 \_\_X\_\_\_\_\_  
(check the number that applies)

*In a **two-year** period an Employment Unit with more than 10 full-time employees must engage in at least four of the initiatives or events listed below. If the Employment Unit has 5 – 10 full-time employees or is located in a smaller market, it must engage in at least two of the listed initiatives or events.<sup>2</sup> The period begins on the date the stations within the Employment Unit must file their license renewal applications, and the 2<sup>nd</sup>, 4<sup>th</sup>, and 6<sup>th</sup> anniversaries thereof. Each year, on the anniversary date, an Employment Unit must list and briefly describe the initiatives undertaken in the past year, place that list in the local public inspection file of each station within the Employment Unit, and post that list on the station's web site if it has one.*

In the preceding year, the Employment Unit has engaged in (check all that apply and identify station personnel involved by title):

Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.

1) Heartland Workforce Solutions  
Omaha, NE 3/23/23

2) OPS Career Fair at Career Center  
OPS TAC building Omaha, NE 3/31/23

3) Jobpalooza-Heartland Workforce Solutions  
Omaha, NE 6/10/23

4) \OPS Interview Fair Omaha, NE 8/22/23

Hosted at least one **job fair**.

1) OPS Interview Fair Omaha, NE 8/22/23

<sup>1</sup> An employee with 50% or more ownership, or employees with 20% or more ownership where there is no owner with 50% or more ownership, are not regarded as employees.

<sup>2</sup> A "smaller market" is a metropolitan area with a population of fewer than 250,000, and any area outside all metropolitan areas as defined by the Office of Management & Budget.

Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.

1) Bilingual Career Fair Omaha, NE 9/12/23

Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

1) Summer Success Fair, Heartland Workforce Services Omaha, NE 8/23/23

2) JobsGuide Fair  
Omaha, NE 9/6/23

3) Goodwill Hiring Event  
Omaha, NE 7/6/23

4) Clarkson College Open House Fair Omaha,  
NE 9/26/23

Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.

Describe:

Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (*i.e.*, that are not primarily directed to providing notification of specific job vacancies).

Describe:

Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.

Describe:

Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Describe: Nebraska Broadcasters Association on going seminars. Multiple Greater Public Media seminars. Allegiance Group Financial seminars

Established a **mentoring** program for station personnel.

Describe: Presently a part of Teammates Mentoring Program

Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.

1) Omaha Public Schools Career Center  
Hiring Fair 3/31/23

2) Omaha Public Schools Burke HS Trades  
Fair 9/26/23

3) Metro Community College Career Fair and  
Networking 10/10/23

4) OPS Career Center Career Fair 10/20/23

Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.

- 1) Omaha South HS Career Fair 4/6/23
- 2) Omaha Public Schools Interview Fair at Teachers Administration Center 8/22/23

**Listed** each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Identify job banks/newsletters

Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting

Describe:

Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.

Describe:

Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.

Describe:

Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Describe: Various job fair opportunities throughout year