



**KOLN/KGIN/KSNB TV
KNOP/KNPL/KIIT TV
EEO PUBLIC FILE REPORT
FEBRUARY 1, 2020 – JANUARY 31, 2021**

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 Media Sales	1-7,10-17,19,22-50,63,64	17
Creative Services Producer	1-7,10-17,19,22-47,49,50,63,64	17
KOLN Regional Sales & Marketing Assistant.	1-7,10-17,19,22-47,49,50,63,64	17
KOLN Evening Anchor	1-4,7-13,15-17,19,22-25, 27-52,62-64	48
KOLN Morning Anchor	1-4,7-13,15-17,19,21-25,27-52,62-64	48
KNOP News Director	1-13,15-17,19,22-25,27,29-47,49-52,62-64	15
KNOP Meteorologist Reporter-MMJ	1-4,6-13,15-17,19,22-25,27-52,62-64	48
Video Production Media Producer (3)	1-4,6-13,15-17,19,22-25,27-52,62-64,65	17,17,48
KNOP Morning/Midday Meteorologist	1-4,6-13,15-17,19,22-25,27-43,45-47,49-52,62-64	15
KOLN Evening News Producer	1-4,6-13,15-17,19,22-25,27-32,34-47,49,50-52,62-64	17

¹ This report was revised in May 2022 to address reporting discrepancies.



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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	1
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	BRIGHAM YOUNG UNIVERSITY Preston Bond Coordinator Provo Utah 84602 801-422-6934 Direct posting to: https://app.jonhandshake.com/login Eff. 9-18-19	Yes	0
4	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
5	CHADRON STATE COLLEGE Janet Hartman 1000 Main Street Chadron, NE 69337 (308) 432-6439 jhartman@csc.edu Posted via NCRC until 6/2020. Did not provide updated posting instructions despite requests. Source removed as entitled 6/2020.	Yes	0
6	COLLEGE OF ST. MARY Mary Bencker, Human Resource Generalist 1901 S. 72 nd Street Omaha, NE 68124 (402) 399-2485 / (402) 399-2686 – Fax mbencker@csm.edu	Yes	0
7	COLORADO UNIVERSITY OF BOULDER College of Media, Communication and Information Christine Mahoney, Career Coordinator christine.mahoney@colorado.edu Folsom Stadium 2085 Colorado Avenue Suite 110Boulder CO 80309303-492-5480 Direct posting to: https://app.jonhandshake.com/login	Yes	0



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8	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
9	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
10	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
11	DEVRY UNIVERSITY Shelley Wales 1310 E. 104 th St, 2 nd Floor Kansas City, MO 64131 (816)943-7463 Eff. 1-7-2020 Post direct to Online site: https://hiredevry.cynaptx.com/jobs	Yes	0
12	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
13	EL CENTRO DE LAS AMERICAS Blanca Ramirez 2032 U Street Lincoln, NE 68503 (402) 474-3950 ramirezblanca@msn.com	Yes	0
14	FACEBOOK.COM Notice of Opening Posted by Internet Director	No	0



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15	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	7
16	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
17	INDEED.COM Indeed.com Website www.indeed.com	No	10
18	INDIAN CENTER / WIA PROGRAM Job Placement 1100 Military Road Lincoln, NE 68508 (402)438-5321 nagin16@hotmail.com Station was unable to obtain updated contact information despite repeated efforts. Source removed as entitled 2-1-2020.	No	0
19	IOWA STATE UNIVERSITY Kathy Wieland, Director Business & Liberal Arts & Sciences Career Services and Greenlee School of Journalism and Communication 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	Reserved	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 Station was unable to obtain updated contact information despite repeated efforts. Source removed as entitled 2-1-2020.	No	0



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22	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
23	KAPLAN UNIVERSITY Alisa Parmer 1821 K Street Lincoln, NE 68508 (402) 474-5315 aparmer@kaplan.edu Change of contact 3-24-16	Yes	0
24	LORAS COLLEGE Kate Berning, Coordinator of Media Operations 1450 Alta Vista St #81 Dubuque IA 52001 lctv@loras.edu	Yes	0
25	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
26	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, , Midland University, Peru State College, Union College and Wayne State College. Hastings College and Nebraska Wesleyan moved to Handshake eff. 6-1 and 6-4-2020 NOTE This site shut down in June 2020.	Yes	0
27	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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28	NETWORKS - 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.networks.nebraska.gov	Yes	0
29	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
30	NORTHWEST MISSOURI STATE UNIVERSITY Office of Career Services 800 University Drive, Admin Bldg. 130 Maryville, MO 64468 (660) 562-1250 / FAX (660) 562-1384 EFF 2-10-2020 Email Job Postings to: career@nwmissouri.edu	Yes	0
31	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
32	Gray.TV/Careers Gray Website Email Postings to: jobs@gray.tv All jobs automatically posted to Indeed.com	No	0
33	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



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34	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
35	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
36	TV JOBS .COM Mark Holloway PO Box 4116 Oceanside, CA 92052 (800) 374-0119 www.tvjobs.com	Yes	0
37	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
38	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 Eff. 4-2-18 Post jobs to Handshakes.com per email rec'd	Yes	0
39	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



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40	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
41	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
42	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
43	UNIVERSITY OF OHIO E. W. Scripps School of Journalism Rebecca Fox 106 Scripps Hall Athens, OH 45701 (740) 593-2591 dashiell@ohio.edu Change of Contact eff. 6-25-2020	Yes	0
44	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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45	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
46	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
47	WESTERN NEBRASKA COMMUNITY COLLEGE Carla Stein 1601 E. 27 th Street Scottsbluff, NE 69361 (308) 635-6121 goldenc1@wncc.edu	Yes	0
48	WORD OF MOUTH REFFERAL Includes Employee Referral, Former Employee Referral, Walk-ins, etc.	No	5
49	YORK COLLEGE Rusty Ridley 1125 E. 8 th Street York, NE 68467 (402) 363-5615 jjbaker@york.edu	Yes	0
50	YWCA John Quinn 222 South 29 th Street Omaha, NE 68131 (402) 345-6555 / FAX (402) 345-0635 johnq@wcaomaha.org	Yes	0
51	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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52	MEDIALINE.COM Mark Shilstone mark@medialine.com www.medialine.com (News and Production positions only)	No	0
53	SPORTSCASTERS TALENT AGENCY OF AMERICA - STAA Email postings to: jon@staatalent.com 949.648.7822 Sports openings only Added 1-29-19	No	0
54	GRAND ISLAND DAILY INDEPENDENT (\$) Attn: Classifieds PO Box 1208 Grand Island, NE 68802 (308)382-1000	No	0
55	KEARNEY HUB (\$) 13 E 22 nd St PO Box 1988 Kearney NE 68848 308-234-2121	No	0
56	LINCOLN JOURNAL STAR (\$) Afton Rodriguez 402-473-7185 800-742-7315 arodriguez@journalstar.com	No	0
57	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
58	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
59	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



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60	NORTH PLATTE TELEGRAPH (\$) Nptelegraph.com	No	0
61	CRAIGSLIST Admin. Assistant posts Direct to Website http://www.craigslist.com	No	0
62	UTAH UNIVERSITY (Eff 4-1-2020) 201 Presidents' Cir, Salt Lake City, UT 84112 <u>Phone:</u> (801) 581-7200 Post Direct to Handshake https://app.joinhandshake.com/login	Yes	0
63	NEBRASKA WESLEYAN UNIVERSITY Kim Afrank kafrank@nebrwesleyan.edu 402-465-2418 Prior to 6/2020 NCRC. After 6/2020 moved to Handshake https://app.joinhandshake.com/login	Yes	0
64	HASTINGS COLLEGE Kimberly Graviette kgraviette@hastings.edu Hastings Ne 402-461-7387 Prior to 6/2020 NCRC. Moved to Handshake eff 6/2020 Post Direct to Site: https://app.joinhandshake.com/login	Yes	0
65	LINKEDIN	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:			23



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RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Management EEO Training	<p>July 9 - August 4, 2020 – our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p> <p>11-19-2020 Office Manager and GM participated in a Training Webinar on the FCC’s Equal Employment Opportunity Rules given by Joan Stewart of Wiley Rein, LLP</p>
2	Internship Program	<p>9-11-19 to 2-7-2020 UNL Student Interned in Production supervised by the Production Supervisor.</p>
3	Participation in Career Fairs	<p>4-23-2020 Local Sales Manager spoke with a UNL class via Zoom regarding opportunities in Sales.</p>



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4	Activity Designed to Help Disseminate Information Concerning Broadcast Employment Opportunities	2-25 thru 2-27-2020 Recruiting trip was taken to 3 Colorado Universities. KNOP Newsroom Manager spoke on career paths, various job opportunities in our Nebraska Stations at the University of Colorado at Boulder, Colorado State, and the University of Northern Colorado.
5	Participation in Job Fair	2/26/2020 KNOP Newsroom Manager attended a job fair at the University of Colorado at Boulder.
6	Broadcast Scholarship Program	1/1/2020 – 2/29/2020 KOLN and KNOP participated in the Nebraska Broadcasters Association Scholarship Program. The stations aired a :30 Promo on DT1 and DT2 soliciting applicants for the NBA 2020 Broadcast Scholarship Program. Station personnel participated in reviewing and evaluating scholarship applications. The station also made a donation to the scholarship program.