

KOLN(TV), KGIN TV, KSNB-TV, KNPL-LD¹**EEO PUBLIC FILE REPORT****FEBRUARY 1, 2013 – JANUARY 31, 2014****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
Creative Services Producer	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-77, 79-82	41
Central Nebraska Creative Services Director	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-77, 79, 81-82	1
Marketing Consultant	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-56, 59-77	1
Digital Media Creative Producer	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 79, 81-82	1
Video Journalist-Anchor-Producer Grand Island	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-78, 80	57
Video Journalist-Anchor-Producer Grand Island	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-78, 80	19
Video Journalist-Anchor-Producer Grand Island	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-78, 80	57
Video Journalist-Anchor-Producer Lincoln	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37-38, 40-42, 48-52, 54-57, 59-70, 72-82	19
Video Journalist-Anchor-Producer Lincoln	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37-38, 40-42, 48-52, 54-57, 59-70, 72-82	1
North Platte Creative Services Video Producer	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 79-82	1
Meteorologist-Video Journalist	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 79-82	80
Executive Producer-Anchor	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-82	57
MomsEveryday Content Traffic	2-4, 6-10, 14-15, 17-19, 22-24, 26-35, 37-38, 40-42, 48-52, 54-56, 59-77, 94	19
MomsEveryday Sales Director	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 82	19
Marketing Consultant North Platte	1-4, 6-10, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77	52
Marketing Consultant Grand Island	1-4, 6-10, 13-15, 17-19, 22, 24, 26-35, 37-38, 40-42, 48-52, 54-57, 59-77, 79	19
Creative Services Video Producer	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 79-82	1
Traffic Copy Assistant	1-4, 6-10, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 79, 82, 94	1

¹ KSNB-TV was acquired by Gray in February 2013. KNPL-LD was previously operated as a translator but began operating as a stand-alone LPTV station during the reporting period. This report was amended in April 2014 to address reporting issues. The Report was uploaded timely to the stations' online public files on January 29, 2014. See Attachment A.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Assignment Editor	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 80-82, 94	24
Sports Reporter-Anchor-Video Journalist Grand Island	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-78, 80-82, 94	1
Content Producer Lincoln	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 94	24
MomsEveryday Client Services	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37-38, 40-42, 48-52, 54-57, 59-70, 72-78, 80-81, 94	24
Video Journalist-Content Producer	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-78, 80-82	14
Video Journalist-Content Producer	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-78, 80-82	19
Video Journalist-Content Producer	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-78, 80-82	57
Video Journalist-Content Producer	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-78, 80-82	57
Weekend Anchor-Video Journalist	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-78, 82, 94	19
Anchor-Reporter Lincoln	1-4, 6-10, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 80-82, 94	57
Anchor-Video Journalist Lincoln	1-4, 6-11, 14-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77	1
Sports Reporter-Anchor-Video Journalist	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-78, 80, 82, 94	19
Sports Reporter-Anchor-Video Journalist	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-78, 80, 82, 94	57
Video Journalist-Anchor-Producer	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-78, 80-82	19
Video Journalist-Anchor-Producer	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-78, 80-82	1
Marketing Consultant Lincoln	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37-38, 40-42, 48-52, 54-57, 59-70, 72-77	52
Marketing Consultant Lincoln	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37-38, 40-42, 48-52, 54-57, 59-70, 72-77	19
Marketing Consultant Lincoln	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37-38, 40-42, 48-52, 54-57, 59-70, 72-77	1
Marketing Consultant Lincoln	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37-38, 40-42, 48-52, 54-57, 59-70, 72-77	85
Marketing Consultant Lincoln	1-4, 6-11, 13-15, 17-19, 22-24, 26-35, 37-38, 40-42, 48-52, 54-57, 59-70, 72-77	19
Technical Media Director	1-4, 6-10, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 82, 94	19
Broadcast IT Technician	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37, 40-42, 48-52, 54-57, 59-70, 72-77, 94	1
Morning News Anchor-Reporter	1-4, 6-11, 13-15, 17-19, 22, 24, 26-35, 37-38, 40-42, 48-52, 54-57, 59-78, 80, 82, 94	27

KOLN(TV), KGIN TV, KSNB-TV, KNPL-LD
EEO PUBLIC FILE REPORT
FEBRUARY 1, 2013 – JANUARY 31, 2014

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 www.1011now.com Diane Giebelhaus, Administrative Assistant Diane.giebelhaus@1011now.com	No	27
2	ADVERTISING FEDERATION OF LINCOLN Tracy Munoz PO Box 80093 Lincoln, NE 68501 tmunoz@adfedlincoln.org	Yes	0
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 Modesta Putla 2615 O Street Lincoln, NE 68510 (402) 467-3446 asiancenter2004@yahoo.com	Yes	0
5	<i>Reserved for future use</i>		
6	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
7	CHADRON STATE COLLEGE Janet Hartman 1000 Main Street Chadron, NE 69337 (308) 432-6439 jhartman@csc.edu	Yes	0
8	CHICANO AWARENESS CENTER 4821 South 24th Street Omaha, NE 68107 Leah Humphries Health and Social Services Director (402) 733-2720 (402) 733-6720 Fax rvallecillo@latinocenterofthemidlands.org	Yes	0
9	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	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.	Yes	0
11	COLUMBIA COLLEGE – CHICAGO 600 S Michigan Ave Chicago, IL 60605 Sarah West Ervin (314) 369-7260 gradstudy@colum.edu www.myinterfase.com/columbiaworks/employer/home.aspx	No	0
12	<i>Reserved for future use</i>		
13	CRAIGSLIST www.craigslist.com	No	1
14	CREIGHTON UNIVERSITY CAREER CENTER Jim Bretl 2500 California Plaza Omaha, NE 68178 (402) 280-2722 careercenter@creighton.edu	Yes	3
15	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
16	<i>Reserved for future use</i>		
17	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
18	EL CENTRO DE LAS AMERICAS Blanca Ramirez 2032 U Street Lincoln, NE 68503 (402) 474-3950 elcentrolincoln@yahoo.com	Yes	0
19	EMPLOYEE REFERRAL	No	26
20	<i>Reserved for future use</i>		
21	FACEBOOK.COM Notice of Opening Posted by Internet Director	No	0
22	FORMER EMPLOYEE REFERRAL	No	0
23	GOODWILL INDUSTRIES Kristen Koopman 2421 N. 24 th Street Omaha, NE 68110 402.342.2210 / Fax 402.342.2214 kkoopman@goodwillomaha.org	Yes/No (asked to be removed on 5/7/13)	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
24	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
25	<i>Reserved for future use</i>		
26	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
27	INTERNAL POSTING/CANDIDATE	No	1
28	INDIAN CENTER / WIA PROGRAM Job Placement 1100 Military Road Lincoln, NE 68508 (402)438-5321 nagin16@hotmail.com	Yes	0
29	IOWA STATE UNIVERSITY 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 meridith@mail.iastate.edu	Yes	0
30	IOWA STATE UNIVERSITY Greenlee School of Journalism and Communication 16E Hamilton Hall Ames, IA 60011-1180 (712) 294-5108 Fax Becky Irish kmm@iastate.edu	Yes	0
31	IOWA STATE UNIVERSITY Steve Kravinsky, Director Liberal Arts & Sciences Career Services 102 Catt Hall Ames IA 50011-1302 (515) 294-4841/ FAX (515) 294-7446 srkravi@iastate.edu https://Cyhire.iastate.edu/employers/	Yes	0
32	IOWA WORKFORCE DEVELOPMENT Randy Brookhart 300 W. Broadway, Suite 13 Council Bluffs, IA 51503 (712) 242-2142 / FAX (712) 242-2155 randy.brookhart@iwd.state.ia.us	Yes	0
33	ITT TECHNICAL INSTITUTE Nancy Hewitt 9814 M Street Omaha, NE 68127 (402) 331-2900 (402) 331-3759 nhewitt@itt-tech.edu	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
34	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 https://www.myinterfase.com/kstate/employer/	Yes	0
35	KAPLAN UNIVERSITY Megan Keck 1821 K Street Lincoln, NE 68508 (402) 474-5315 jlemon@kaplan.edu	Yes	0
36	<i>Reserved for future use</i>		
37	MEXICAN AMERICAN COMMISSION Cecilia Oilvares Huerta PO Box 94965 Lincoln, NE 68509 (402) 471-2791 ndol.omahawfd@nebraska.gov	No	0
38	MID-PLAINS COMMUNITY COLLEGE Tiffany Reckard 1101 Halligan Drive North Platte, NE 69101 800-658-4308, ext. 3618 reckardt@mpcc.edu	No	0
39	<i>Reserved for future use</i>		
40	NATIONAL COUNCIL OF NEGRO WOMEN Janet Robb PO Box 30072 Lincoln, NE 68503 (402) 478-7091 jcrobb520@yahoo.com	Yes	0
41	NEBRASKA BROADCASTERS ASSOCIATION Marty Riemenschneider 12020 Shamrock Plaza, Suite200 Omaha, NE 68154 (402) 778-5178 marty@ne-ba.org	Yes	1
42	NEBRASKA CAREER CONNECTIONS Bob Smallfoot, Administrative Director 402.323.3428 rsmallfoot@southeast.edu	No	0
43	<i>Reserved for future use</i>		
44	<i>Reserved for future use</i>		
45	<i>Reserved for future use</i>		
46	<i>Reserved for future use</i>		
47	<i>Reserved for future use</i>		
48	NEW HORIZONS COMPUTER LEARNING CENTER Vicki Hannasch 2125 North 120 th Street Omaha, NE 68164 (402) 331-4123 vhannasch@omahanh.com	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
49	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
50	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
51	OPERATION ABLE Marilyn Griffin 1010 N Street, Box 167 Lincoln, NE 68508 (402) 441-6177 mgriffin@lincoln.ne.gov	Yes	0
52	WORD OF MOUTH REFERRAL	No	18
53	<i>Reserved for future use</i>		
54	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
55	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
56	SOUTHEAST COMMUNITY COLLEGE Lynn Willey 1600 K Street NW, Suite 700 Lincoln, NE 68520 (402) 437-2622 placement@southeast.edu	Yes	2
57	TV JOBS .COM Mark Holloway PO Box 4116 Oceanside, CA 92052 (800) 374-0119 www.tvjobs.com	No	34
58	<i>Reserved for future use</i>		
59	UNIVERSITY OF MINNESOTA School of Journalism & Mass Communications 110 Murphy Hall, 206 Church Street Minneapolis, MN 55455 sjmcugs@umn.edu	Yes	0
60	UNIVERSITY OF KANSAS Patty Noland 1435 Jayhawk Blvd. Lawrence, KS (785) 864-5318 pnoland@ku.edu	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
61	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
62	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	Yes	2
63	UNIVERSITY OF NEBRASKA – OMAHA Jim Adams Television / Eng. #200 6001 Dodge St. Omaha, NE 68182-0234 (402) 554-2516 / FAX (402) 554-2440 jjmadams@mail.unomaha.edu	Yes	0
64	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
65	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
66	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
67	UNIVERSITY OF WISCONSIN – MADISON School of Journalism & Mass Communications Robert Schwoch 5115 Vilas Hall 821 University Avenue Madison, WI 53706 (608) 263-4858 schwoch@wisc.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
68	VATTEROTT COLLEGE Marilyn Pike, Director Career Services 11818 I Street Omaha, NE 68137 402.891.9411 Fax: 402.891.2447 Marilyn.pike@vatterott.edu	No	0
69	WAYNE STATE COLLEGE Heather Reinhardt / Terri Heggemeyer 1111 Main Street Wayne, NE 68787 (402) 375-7425 careerservices@wsc.edu	Yes	0
70	WESTERN NEBRASKA COMMUNITY COLLEGE Carla Stein 1601 E. 27 th Street Scottsbluff, NE 69361 (308) 635-6121 steinc@wncc.net	Yes	0
71	WOWT(TV) www.wowt.com	No	0
72	YORK COLLEGE Rusty Ridley 1125 E. 8 th Street York, NE 68467 (402) 363-5615 jbentley@york.edu	Yes	0
73	YWCA Tiba Brown 222 South 29 th Street Omaha, NE 68131 (402) 345-6555 / FAX (402) 345-0635 tibab@ywcaomaha.org	Yes	0
74	OMAHA CHINESE CULTURAL ASSOCIATION Linda (Chongning) Steele, President PO Box 540016 Omaha, NE 68124 (402) 515-4491 omahachinese@gmail.com	Yes	0
75	MyAircheck.com Scott Russell #1-771 Gibsons Way Gibsons, BC Canada VON 1V9 (604)740-1374 registration@myaircheck.com	Yes	0
76	NETWORKS - NE DEPARTMENT OF LABOR https://networks.nebraska.gov milijana.ilic@nebraska.gov Posts to: Nebraska Commission Indian Affairs, Department of Labor (including Experience Unlimited), Dept. of Vocational Rehabilitation, Workforce Development, and Metropolitan Community College.	Yes	4
77	NCRC – NATIONAL COLLEGE RECRUITING CONSORTION JOB ZONE http://ncrc-csm-symplicity.com/employers Posts to: Bellevue University, Concordia University, Doane College, Hastings College, Midland Lutheran College, Nebraska Wesleyan University, Peru State College, and Union College.	No	1

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78	COLLECTIVE TALENT Michael Bille 1721 Richardson Place Tampa, FL 33606 813.254.9695 www.collectivetalent.com	No	0
79	MARKETING IDEANET 602 Communications Graeme Newell (704) 543-1426 gnewell@602communications.com	No	0
80	MEDIALINE.COM Mark Shilstone mark@medialine.com www.medialine.com	No	3
81	MITCHELL TECHNICAL INSTITUTE Jim Grace / Director, Satellite Communications 821 North Capital Mitchell, SD 57301 605.996.1281 Fax: 605.995.8234 tkenny@scfcu.net	No	0
82	NATIONAL PRESS PHOTOGRAPHERS ASSN. Job Information Bank Via Email to Regional Chair as follows: Roger Hamer (402)233-7805 rlhamer@hotmail.com / roger.hamer@wowt.com	No	0
83	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	No	0
84	GRAND ISLAND DAILY INDEPENDENT Attn: Classifieds PO Box 1208 Grand Island, NE 68802 (308)382-1000	No	0
85	MONSTER.COM Jason Trennepohl (317)616-5700	No	1
86	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
87	POSTJOBSNOW.COM paulallen@postjobsnow.com	No	0
88	POYNTERONLINE.COM 801 Third Street South St. Petersburg, FL 33701 Phone (888) 769-6837 Brian Warner, x. 237 or Colleen www.poynteronline.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
89	RTNDA JOB BULLETIN 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 www.rtna.org/jobs/post	No	0
90	TALENTZOO www.talentzoo.com	No	0
91	TVNEWSDAY www.tvnewsday.com	No	0
92	TVSPY www.tvspy.com	No	0
93	UNITY / JOURNALISMNEXT.COM Allison DeSevo 1601 North Kent Street, Suite 1003 Arlington VA 22209 (703) 469-2100 / FAX (703) 469-2108 www.journalismnext.com	No	0
94	PEOPLES CITY MISSION Jessica Scott, Communications Specialist 110 Q Street Lincoln, NE 68508 (402) 475-1303 Ext 114 jscott@peoplescitymission.org	Yes (as of July 2013)	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:			127

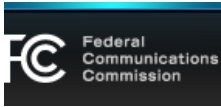
KOLN(TV), KGIN TV, KSNB-TV, KNPL-LD**EEO PUBLIC FILE REPORT****FEBRUARY 1, 2013 – JANUARY 31, 2014****III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting (3)	<p>March 26, 2013 – Our News Director was a guest speaker at a Broadcast Writing class at the University of Nebraska. Our News Director spoke about journalism, the broadcasting profession, and job opportunities in broadcasting.</p> <p>During the reporting period, our General Manager served as a member of the University of Nebraska's Advisory Board to the School of Journalism. On April 15, 2013, he spoke to the Board about the evolving needs of the broadcasting industry and how emerging students can help fill those needs.</p> <p>September 9, 2013 – Our News Director spoke to a University of Nebraska Broadcast class about career opportunities in broadcasting and what it's like to work in a newsroom.</p>
2	Sponsor events or programs for or on behalf of educational institutions relating to careers in broadcasting (3)	<p>April 16, 2013 – A Broadcasting class from the University of Nebraska shadowed our newsroom staff. The students were able to explore various newsroom positions and gain a better understanding of the technical skills and personal qualities the positions require.</p> <p>December 3, 2013 – Our News Director met with students from a University of Nebraska Broadcasting class interested in a career in TV. The students toured our station and paired-up with news anchors, reporters and producers to talk about their roles in the newsroom. Internship and career opportunities were also discussed.</p> <p>December 4, 2013 – Our Operations Manager gave the University of Nebraska Broadcasting class a tour of our station and discussed automation, workflow, job descriptions, training, and internships and job opportunities.</p>
3	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (3)	<p>February 13, 2013 – 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.</p>

		<p>June 11, 2013 – Our VP of Operations, Operations Manager, Sales Manager, Local Sales Manager, Regional Sales Manager, Assistant News Director, Office Manager, and Administrative Assistant participated in an EEO webinar presented by outside counsel. Among the topics discussed were best practices for complying with the FCC's EEO rules and recordkeeping requirements.</p> <p>August 14, 2013 – Our General Manager, News Director, and Assistant New Director attended a training seminar entitled "EEO and Employment Law Practices and Pitfalls for Broadcasters." The session covered EEO requirements generally as well as special considerations for broadcasters.</p>
4	Host internship program	<p>During the reporting period, our stations hosted a number of students from local colleges and universities for internship programs. Students were provided real-world learning experiences in the broadcasting field and received one-on-one instruction and hands-on opportunities. The students performed a variety of tasks working alongside broadcast professionals, including writing, editing, web-posting, and studio camera and prompter operations. News interns were supervised by our Executive Producer for News; Production interns were supervised by our Production Supervisor; and Creative Services interns were supervised by our Promotions Director.</p> <p>1/15 – 3/4: A graduate student from the University of Nebraska's Journalism School interned in News.</p> <p>1/30 – 4/26: A student from the University of Nebraska Broadcast interned in Production.</p> <p>6/17 – 9/13: A student from the University of Nebraska's Journalism Scholl interned in Creative Services.</p> <p>8/01 – 11/22: A student from the University of Nebraska's Journalism School interned in Production.</p> <p>8/26 – 12/15: A student from Nebraska Wesleyan University's Journalism School interned in News.</p>
5	Participate in career fairs (2)	<p>October 25, 2013 – Our Assistant News Director participated in the University of Nebraska Journalism Career Fair held on the University's main campus in Lincoln, NE. At the fair we solicited resumes and discussed career opportunities with interested attendees.</p> <p>November 6, 2013 – Our Operations Manager and Chief Engineer participated in the Southeast Community College Career Connections Fair held at</p>

		8800 O Street, Lincoln, NE. At the fair we solicited resumes and discussed career opportunities with interested attendees.
6	Participate in scholarship program	Our stations participated in a scholarship program sponsored by the Nebraska Broadcasters Association. We ran on-air announcements soliciting applicants from 3/11/13 through 5/31/13 and our Operations Manager and Public Affairs Coordinator reviewed each application submitted and ranked applicants. Our stations made a \$300 contribution towards the scholarship and representatives from our stations attended an awards dinner on 8/15/13 .

Attachment A



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STATION PROFILE

KOLN LINCOLN, NE

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



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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

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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

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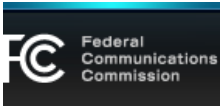
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STATION PROFILE

KSNB-TV SUPERIOR, NE

Virtual Channel **4** | RF Channel **4** | Facility ID **21161**

NO IMAGE

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EQUAL EMPLOYMENT OPPORTUNITY RECORDS

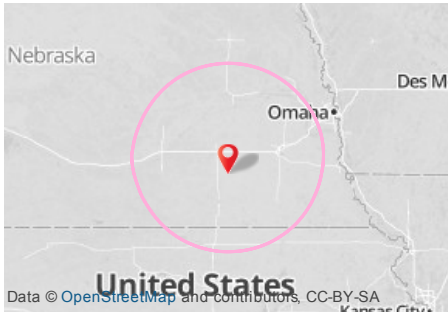
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EEO Audit Public Notice Released 02-18-2012.pdf	233.21 Kb	PDF	12/05/2012 12:27 pm
EEO Report 02-01-2013 to 01-31-14.pdf	88.51 Kb	PDF	01/29/2014 10:29 am
EEO Report 2-1-12 to 1-31-13 - Revised.pdf	83.66 Kb	PDF	01/29/2014 10:29 am
KSNB EEO Audit Response 03.06.12.pdf	34.86 Kb	PDF	12/05/2012 12:27 pm
KSNB EEO FCC ACCEPTANCE 11.29.12.pdf	199.13 Kb	PDF	12/05/2012 12:27 pm

KSNB-TV 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
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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 Records concerning commercial limits in childrens programs
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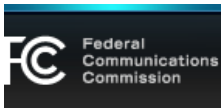
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STATION PROFILE

KGIN GRAND ISLAND, NEVirtual Channel **11** | RF Channel **11** | Facility ID **7894**

NO IMAGE

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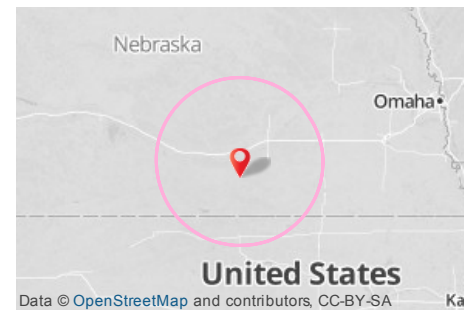
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EEO Report 2-1-08 to 1-31-09.pdf	755.13 Kb	PDF	02/01/2013 1:51 pm
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EEO Report 2-1-11 to 1-31-12.pdf	832.44 Kb	PDF	11/06/2012 4:15 pm
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KGIN CONTOUR MAP



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