

FCC EEO Public File Report – KUON (TV)

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the FCC EEO rules that went into effect on March 10, 2003.

The information contained in this report covers the time period of February 1, 2019 through January 31, 2020.

FULL TIME VACANCIES:

Job Title	Total Interviewed for the Position	Recruitment Sources / Total Number Referred by Recruitment Source	Recruitment Source of Successful Applicant
Associate Videographer/ Production Specialist	3	EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (2) Lincoln Journal Star NET Website Nebraska Broadcasters Association Omaha World Herald UNL Job Line/Website (1)	Current or former employee
Senior Network Engineer	3	Aureus Group (1) Careerlink (1) EEO Diversity Mailing (Exhibit A) Internal Posting/Employee Lincoln Journal Star NET Website Omaha World Herald UNL Job Line/Website (1)	UNL Website
Human Resources Specialist	4	EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (1) Lincoln Journal Star NET Website Omaha World Herald UNL Job Line/Website (3)	Current or former employee
Major & Planned Giving Officer	6	Association of Fundraising Professionals – Nebraska Chapter (1) Association of Fundraising Professionals – National Careerlink (1) Chronicle of Philanthropy Corporation for Public Broadcasting	Current or former employee

		<p>Current EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (2) Lincoln Journal Star LinkedIn National Educational Telecomm. Assoc. Nebraska Broadcasters Association NET Website Nonprofit Association of the Midlands Omaha World Herald Public Broadcasting Service Twitter UNL Job Line/Website (2)</p>	
Director of Education	5	<p>Current EEO Diversity Mailing (Exhibit A) Indeed.com (1) Internal Posting/Employee Lincoln Journal Star LinkedIn NET Website Omaha World Herald Twitter UNL Job Line/Website (4) Ziprecruiter</p>	UNL Website
Multimedia Reporter / Producer	1	<p>Asian American Journalists Association Alliance for Women in Media Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Emma Bowen Foundation IHireBroadcasting.com Internal Posting/Employee (1) International Women's Media Foundation Lincoln Journal Star LinkedIn National Association of Black Journalists National Association of Hispanic Journalists National Educational Telecomm. Assoc. North American Broadcasters Association NET Website Nebraska Broadcasters Association Omaha World Herald Public Broadcasting Service Public Radio News Directors Inc.</p>	Current or former employee

		Radio Television Digital News Association South Asian Journalists Association TV Jobs Twitter UNL Job Line/Website	
Director – Annual Giving	3	Chronicle of Philanthropy Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (2) Lincoln Journal Star National Educational Telecomm. Assoc. Nebraska Broadcasters Association NET Website Nonprofit Association of the Midlands Omaha World Herald Public Broadcasting Service UNL Job Line/Website (1) Ziprecruiter	Current or former employee
Associate Videographer Editor	2	EEO Diversity Mailing (Exhibit A) Internal Posting/Employee Lincoln Journal Star NET Website Omaha World Herald Production Hub UNL Job Line/Website (2)	UNL Website
Development Coordinator	3	Association of Fundraising Professionals – Nebraska Chapter EEO Diversity Mailing (Exhibit A) Internal Posting/Employee Lincoln Journal Star NET Website Nonprofit Association of the Midlands (1) Omaha World Herald UNL Job Line/Website (2)	UNL Website
Director of Information Technology Services	4	Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Indeed.com (2) Internal Posting/Employee Lincoln Journal Star	UNL Website

		Nebraska Educational Telecommunications Association NET Website Omaha World Herald UNL Job Line/Website (2)	
Production Graphics Specialist	3	EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (3) Lincoln Journal Star NET Website Omaha World Herald Production Hub UNL Job Line/Website Work In Sports	Current or former employee
Early Childhood Education Specialist	1	EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (1) Lincoln Journal Star NET Website Omaha World Herald UNL Job Line/Website	Current or former employee
Digital Marketing Specialist	3	American Marketing Association - Lincoln EEO Diversity Mailing (Exhibit A) Facebook (1) Internal Posting/Employee Lincoln Journal Star LinkedIn NET Website Omaha World Herald Public Relations Society of America -NE Twitter UNL Job Line/Website (2)	Facebook
Data Research Assistant	1	EEO Diversity Mailing (Exhibit A) Facebook Internal Posting/Employee Lincoln Journal Star LinkedIn NET Website Omaha World Herald Nebraska Dept. of Labor- NEworks Website (1) Twitter UNL Job Line/Website	NE Dept. of Labor- NEworks Website

Early Childhood Education Specialist	2	EEO Diversity Mailing (Exhibit A) Facebook Internal Posting/Employee Lincoln Journal Star LinkedIn NET Website Omaha World Herald Twitter UNL Job Line/Website (2)	UNL Website
---	----------	--	-------------

Total Number Interviewed by Recruitment Source

American Marketing Association – Lincoln Chapter
Alliance for Women in Media
Asian American Journalists Association
Association of Fundraising Professionals – National
Association of Fundraising Professionals – Nebraska Chapter (1)
Aureus Group (1)
Careerlink (2)
Chronicle of Philanthropy
Corporation for Public Broadcasting
Current
EEO Diversity Mailing (Exhibit A)
Emma Bowen Foundation
Facebook (1)
IHireBroadcasting.com
Indeed.com (3)
Internal Posting/Employee (12)
International Women’s Media Foundation
Lincoln Journal Star
LinkedIn
National Association of Black Journalists
National Association of Hispanic Journalists
National Educational Telecommunications Association
Nebraska Broadcasters Association
Nebraska Department of Labor – NEworks Website (1)
NET Website
Nonprofit Association of the Midlands (1)
North American Broadcasters Association
Northeast Community College
Omaha World Herald
Production Hub
Public Broadcasting Service
Public Radio News Directors Inc.
Public Relations Society of American – NE Chapter
Radio Television Digital News Association
South Asian Journalists Association
TV Jobs
Twitter
UNL Job Line/Website (22)
Work In Sports
Ziprecruiter

Total: 44

RESOURCE AGENCIES:

Resource	Contact	Contact Information
Aureus Group		
Alliance for Women in Media		www.carrers.allwomeninmedia.org 2365 Harrodsburg Road, A325 Lexington, KY 40504 (202) 750-3664
American Marketing Association – Lincoln Chapter		www.amalincoln.org PO Box 82873 Lincoln, NE 68501
Asian American Journalists Association		www.aaja.org 5 Third St. Suite 1108 San Francisco, CA 94103 (415) 346-2051
Association of Fundraising Professionals - National		http://jobs.afpnet.org/jobs
Association of Fundraising Professionals – Nebraska Chapter	Joe Pittman	P.O. Box 24133 Omaha, NE 68124 Phone: 402 397-0280 Fax: 402 397-0283
Careerlink	Michael Zeigle	www.careerlink.org AIM Corporate Suite 300 Omaha, NE 68102 (402-345-5025 x 134
Chronicle of Philanthropy		1255 Twenty-Third Street, N.W. Seventh Floor Washington, D.C. 20037 (202) 466-1200
Corporation for Public Broadcasting		www.cpb.org 401 9th Street, NW Washington, DC 20004-2129 (202) 879-9600
Current		www.current.org 6930 Carroll Ave Suite 625 Takoma Park, MD 20912 (301) 270-7240
EEO Diversity Mailing (Exhibit A)		
Emma Bowen Foundation		www.emmabowenfoundation.com
Facebook		
IHireBroadcasting.com		www.ihirebroadcasting.com
Indeed.com		www.indeed.com

Internal Posting/Employee	Brianna Hans	1800 North 33 rd Street Lincoln, NE 68503 (402) 470-6287
International Women's Media Foundation		www.iwmf.org 1625 K Street NW, Suite 1275 Washington, DC 20006 (202) 496-1992
Lincoln Journal Star	Amanda Long	Along@journalstar.com P.O. Box 80528 Lincoln, NE 68501 (402) 473-7125
LinkedIn		
National Association of Black Journalists		www.nabjcareers.org NABJ Career Center Windsor, CA 95492 eric@journalismnext.com
National Association of Hispanic Journalists		www.nahr.org 801 W. Adams Street, Suite 600 Chicago, IL 60607
National Educational Telecommunications Association	Maryanne Schuessler	www.netaonline.org P.O. Box 50008 Columbia, SC 29250 803-978-1579
Nebraska Broadcasters Association	Jim Timm	www.ne-ba.org 11414 W. Center Road, Suite 342 Omaha, NE 68144 (402) 933-5995
Nebraska Department of Labor – NEworks website		https://networks.nebraska.gov/vosnet/Default.aspx
NET Website	Brianna Hans	www.netnebraska.org/careers 1800 North 33 rd Street Lincoln, NE 68503 (402) 470-6287
Nonprofit Association of the Midlands		11205 Wright Circle, Ste 210 Omaha, NE 68144 (402) 557-5800
North American Broadcasters Association		www.nabanet.com
Northeast Community College		801 E Benjamin Ave Norfolk, NE 68701 402-371-2020
Omaha World Herald	Debbie Quaas	1314 Douglas Street, Suite 600 Omaha, NE 68102 (402) 444-1294
Production Hub		www.productionhub.com
Public Broadcasting Service		www.mypbs.org

		2100 Crystal Drive Arlington, VA 22202
Public Radio News Directors Incorporated		www.prndi.org P.O. Box 838 Sturgis, SD 57785 (605) 490-3033
Public Relations Society of America – Nebraska Chapter		www.prsanebraska.org PO Box 24133 Omaha, NE 68124 402-397-0283
Radio Television Digital News Association		www.rtdna.org The National Press Building 529 14 th Street, NW, Suite 1240 Washington, D.C. 20045
South Asian Journalists Association		www.saja.org
TV Jobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119
Twitter		
UNL Job Line/Website	Susan Wendling	https://employment.unl.edu 32 Canfield Administration Building Lincoln, NE 68588-0442 (402) 8041
Work In Sports		www.workinsports.com
Ziprecruiter	Rabbaanee Williams	www.ziprecruiter.com (480) 282-9346

Advertised requests to community groups to become members of our job opening distribution list. During the reporting period 474 recorded announcements were aired on KUCV (FM) and KUON (TV) requesting acknowledgements of interest from the community for KUON's job postings.

OUTREACH ACTIVITIES UNDERTAKEN:

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcasting employment.

During the reporting period KUON continued to provide internship opportunities for students. These internships provided 19 students the opportunity to work in News/Public Affairs, Sports, Education, Development, Research, Emerging Media, Marketing, Communications, Business Systems, Information Services, Customer Service, and Production Services.

Participated in at least four (4) programs sponsored by educational institutions relating to career opportunities in broadcasting.

Audio Engineer provided a tour of the facilities for Northeast Community College Broadcast and Audio production students. March 28, 2019

News Director met with a group of eight from the Murrow International Visitors program for a discussion and then a tour of the facility. June 7, 2019

News Producer spoke to Nebraska Wesleyan's Sunflower Club, a group of retired faculty and staff, on the subject of covering the Legislature. September 5, 2019

Media Services Manager met with students from Osher Lifelong Learning Institute and gave them a tour of the facility. September 18, 2019

News Producer screened and discussed "Sold for Sex" documentary for the University of Nebraska-Lincoln's Social Justice, Human Rights and the Media class. September 23, 2019

Multimedia Reporter/Producer did a presentation for the University of Nebraska-Lincoln's Broadcasting class. September 25, 2019

News Director met with 74 students and teachers from North Platte, Schuyler, Millard West, Lincoln High and Lincoln East and gave them a tour of the facility. These students were a part of the state high school journalism conference put on by Nebraska High School Press Association. October 21, 2019

Producer met with 8 students from Doane University's video production class and gave them a tour of the facility. October 21, 2019

Multimedia Reporter/Producer met with 12 students and teachers from Norwood Park Elementary School and gave them a tour of the facility. November 21, 2019

Multimedia Reporter/Producer met with 12 students and teachers from Norwood Park Elementary School and gave them a tour of the facility. November 22, 2019

News Producer met with 8 students and teacher from the University of Nebraska- Lincoln's Journalism class and spoke about covering the Legislature. January 22, 2020

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

KUON participated in the Nebraska Broadcasters Association Foundation Scholarship Program. Participation included making a financial donation to the program, promoting the availability of the scholarship on-air and on the website, providing application forms upon request, answering questions, and being involved in the selection process.

Attend Job Fairs:

Attended the Pubmedia Virtual Career Fair on April 2, 2019.

Co-sponsored and attended the University of Nebraska Lincoln Career Fair on September 25, 2019.

Provide training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination:

All employees completed an online harassment prevention training course provided through the Corporation for Public Broadcasting.

Employees must be certified to serve on a search committee by attending an EEO training program every three years. NET hosted a search committee EEO training on site November 5, 2019.

Human Resources provides consultative support to all staff, including management, regarding affirmative action, continuing our commitment to ensure equal employment opportunity and preventing discrimination.

Human Resource Specialist and Human Resource Assistant attended an Employment Law Seminar sponsored by the Nebraska Broadcasters Association on September 17, 2019.

Twenty-six staff members attended a Public Media Journalists Association webinar on workplace culture. It's part of the overarching Power Shift Project initiative to create workplaces free of harassment, discrimination and incivility. October 12, 2019

Forty staff members attended "Ethics and the Media: Putting Principles into Practice at NPR." Two speakers from NPR talked to the group about how they have dealt with ethical issues at NPR. November 7, 2019

Training program established to enable station personnel to acquire skills to qualify them for higher positions.

Eleven female staff members attended the ICAN (Institute for Career Advancement Needs) event that provided the leadership opportunity to spark new thinking and connection. A real life approach to becoming a quality leader. April 9, 2019

Purchased licenses for LinkedIn Learning which is an on-demand learning solution designed to help employees gain new skills and advance their careers.

As University of Nebraska-Lincoln employees our staff has access to a wide range of professional development opportunities. These opportunities include supervisory training as well as job specific and other professional development training programs. University employees may also participate in the Employee Scholarship Program which enables them to take up to 15 credit hours of University courses in any 12-month period at no cost.

Other activities to further the goal of disseminating employment opportunities to job candidates who might otherwise be unaware of such opportunities.

Distributes job listings to 50 diverse organizations as well as listed position openings on our website. The diversity mailing list is updated periodically to adjust to staffing changes in these organizations and additional new resources are used.

Tour Program: Building tours were conducted for groups that include the general public, grade school, middle school, high school, college students, first year broadcasting students, retirement communities, and foreign visitors.

Two NET Producers served as a judge for the Public Service Announcement Event for Nebraska FBLA State Leadership Conference. March 15, 2019

EXHIBIT A					
FCC EEO PUBLIC FILE REPORT 2020					
Baltimore American Indian Center	113 S. Broadway	Baltimore, MD 21231	John Simermeyer	(410) 675-3535	john.g.simermeyer@live.com
Central Community College Platte Ca	P.O. Box 1027	Columbus, NE 68602-1027	Lora Hastreiter	(402) 562-1210	lhastreiter@cccneb.edu
Clyde Malone Community Center	2032 "U" St.	Lincoln, NE 68503	John Goodwin	(402) 474-1110	john.goodwin@malonecenter.org
Commission on Human Rights	555 So 10th St Ste 304	Lincoln, NE 68508	Francisca Beltran	(402) 441-7625	fbeltran@lincoln.ne.gov
E. New Mexico University	Station 34, 1500 S. Ave K	Portales, NM 88130	Susan Larsen	(505) 562-2211	susan.larsen@enmu.edu
Employment Development Indian Ce	110 Military Rd.	Lincoln, NE 68508	Orval Poorbear	(402) 438-5231	orvalpb@gmail.com
Goodwill Industries Employment	5752 Ames Ave	Omaha, NE 68104	Regina Bell	402-934-2638	rbell@goodwillomaha.org
Howard University	C.B. Powell Bldg.	Washington DC 20059	Carol Y. Dudley	(202) 806-5806	cdudley@howard.edu
	525 Bryant St. NW, Room 107				l_g.brown@howard.edu
Indian Child Welfare Law Center	1113 E. Franklin Ave. Suite 600	Minneapolis, MN 55404	Shannon Smith	(612) 879-9165	shannon@icwlc.org
Interviewing & Referral Center	225 Nebraska Union	Lincoln, NE 68588-0451	Natalie Keashall	(402) 472-8052	careerservices@unl.edu
KRNU-FM	147 Andersen Hall	City Campus 0466	Richard Alloway	(402) 472-6856	ralloway1@unl.edu
			Kris Scanlon	(402) 472-8992	kscanlon2@unl.edu
Latino-American Commission	P.O. Box 94965, State Capital	Lincoln, NE 68509	Lazaro-Spindola	(402) 471-2791	lazaro.spindola@nebraska.gov
Lincoln Action Program	210 "O" St.	Lincoln, NE 68508	Steve Langdon	(402) 471-4515	slangdon@communityactionnetwork.org
McCook Community College	1205 E 3rd St.	McCook, NE 69001	Dr. Richard Tubbs	(308) 345-6303	tubbsr@mpcc.edu
Mid Plains Community College	1101 Halligan Dr.	North Platte, NE 69101	Amy Woods	(308) 535-3679	woods@mpcc.edu
National Assoc. of Hispanic Journalist	1000 National Press Bldg.	Washington DC 20045	Michelle Vignoli	(202) 662-7483	nahj@nahj.org
NE Workforce Development Office	5404 Cedar St.	Omaha, NE 68106	Peggy Kotschwar	(402) 595-3007	ndol.omahawfd@nebraska.gov
Nebr. Commission on Indian Affairs	P.O. Box 94981, State Capitol	Lincoln, NE 68509	Judi Gaiashkibos	(402) 471-3475	judi.gaiashkibos@nebraska.gov
Nebraska Equal Opportunity Commiss	P.O. Box 94934, State Capitol	Lincoln, NE 68509	Stan Odenthal	(402) 471-4065	stan.odenthal@nebraska.gov
Northeast Comm. College	P.O. Box 469	Norfolk, NE 68702	Terry Heggemeyer	(402) 644-0432	terrih@northeastcollege.com
Northern Illinois University	Gabel Hall Rm. 218	Dekalb, IL 60115	Cathy Kubasiak	(815) 753-9339	cathyk@niu.edu
Omaha Opportunities, Industrializatio	2724 N. 24th St.	Omaha, NE 68110	Lorraine Morrison	(402) 457-4222	drsmorrison@yahoo.com
Omaha Tribal Council	P.O. Box 368	Macy, NE 68039	Jeff Miller	(402) 837-5391	jeff.miller@omahatribe.com
Ponca Tribe of NE	1701 E Street	Lincoln, NE 68508	Lisa Bickert	(402) 438-9222	hr@poncatribe-ne.org
Productionhub.com	801 W. Fairfield Ave	Winter Park, FL	Nick Hoefly	(877) 629-4122	jobs@productionhub.com
Santee Sioux Tribal Council	425 Frazier Ave. N Suite 2	Niobrara, NE 68760	Franklin Whipple	(402) 857-2303	franklinwhipple@yahoo.com
Southeast Community College	600 State Street	Milford, NE 68405	Shelly Tolle	(402) 761-8242	stolle@southeast.edu
Southeast Community College	8800 "O" St.	Lincoln, NE 68520	Heather Waite	(402) 437-2622	placement@southeast.edu
Syracuse University	SI Newhouse School of Public Com	Syracuse, NY 13244	Bridget Lichtinger	(315) 443-3270	belichti@syr.edu
Union College	3800 S. 48th St.	Lincoln, NE 68506	Valerie Lee	(402) 486-2540	careerassistant@ucollege.edu
Vision Maker Media	1800 North 33	Lincoln, NE 68503	Shirley Sneve	(402) 472-3522	shirley.sneve@unl.edu
			Dawn Amory	(402) 472-3113	damory@netad.unl.edu
Vocational Rehabilitation	5143 S. 48th St.	Lincoln, NE 68516	Jon Rathsen	(402) 471-3231	jon.rathjen@nebraska.gov
Western Iowa Tech Community Colle	4647 Stone Ave.	Sioux City, IA 51106	Lori Knight	(712) 274-8733 ext	jobposting@witcc.edu
Western Nebr. Community College	1601 E 27th St.	Scottsbluff, NE 69361	Michael Houdyshell	(308) 635-3606	houdyshe@wncc.edu
WHMM-TV Howard University	2222 4th St. NW	Washington DC 20059	Dr. Judi Moorelatta	(202) 806-3200	jlatta@howard.edu
Winnebago Tribal Council	Jobs Program	Winnebago, NE 68071	Doreen Miera	(402) 878-2447	hr@winnebagoTribe.com
YWCA	1701 S 17th St, Suite 1A	Lincoln, NE 68502	Angela Washington	(402) 434-3494	Angela@ywcalincoln.org
Center for Asian American Media	145 Ninth Street, Suite 350	San Francisco, CA 94103	Stephen Gong	(415) 883-0814	sgong@caamedia.org
International Women & Media Found	1625 K Street, NW, Suite 1275	Washington, DC 20006	Elisa Lees Munoz	(202) 496-1992	info@iwmf.org
Latino Public Radio Consortium	PO Box 8862	Denver, CO 80201	Ilena Rivera Santa	(308) 877-4251	ileana@latinopublicmedia.org
Natl Black Prog Con/Black Public Me	68 E 131st St, 7th Floor	New York, NY 10037	Jacque Jones	(212) 234-8200	jacque@nbpcc.tv
National Lesbian & Gay Journalists As	2120 L Street, NW Suite 850	Washington, DC 20037	Adam Pawlus	(202) 588-9888	info@nlga.org
Native Public Media	P.O. Box 3955	Flagstaff, AZ 86003	Loris Taylor	(510) 451-8200 X3	info@nativepublicmedia.org
UNITY: Journalists for Diversity	P.O. Box 511783	Milwaukee, WI 53203	Onica Makwakwa	(414) 335-1478	info@unityjournalists.org
NPR-Diversity in News and Operation	635 Massachusetts Ave., Nw	Washington, DC 20001	Keith Woods	(202) 513-2000	kwoods@npr.org
New America Media	275 9th St	San Francisco, CA 94103	Sandy Close	(415) 503-4170	sclose@newamericamedia.org
Pacific Islanders in Communications	615 Piikoi Street, Suite 1504	Honolulu, HI 96814	Leanne Ferrer	(808) 591-0059	lferrer@piccom.org
Latino Public Broadcasting	2550 N Hollywood Way #420	Burbank, CA 91505	Patricia Boero	(818) 847-9656	info@lbbp.org
Organization Requesting Notification					
Goodwill Industries	2100 Judson	Lincoln, NE 68521	Beth Olson	(402) 438-2022	hr@lincolngoodwill.org
Colorado Media School	404 S Upham St	Lakewood, CO 80226	Debbie Byrd	(303) 479-4908	dbyrd@beonair.com