

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
KSNB Morning Show Producer	1-14, 16-20, 22-37, 39-41, 43-53, 56-57	19
Morning Anchor/Producer	1-14, 16-20, 22-41, 43-53, 56-57	25
Digital Content Producer 2022023	1, 3-5, 7-14, 16-20, 22-53, 56-57	16
KOLN Morning News Producer	1-5, 7-14, 16-20, 22-23, 25-41, 43-53, 56-57	16
KOLN Technical Media Producer	1-5, 7-20, 22-53, 56-57	25
Weekend Sports Anchor MMJ 4172023	1-14, 16-20, 22-53, 56-57	16
SPORTS ANCHOR/MMJ (W/END) - KNOP	1, 3-14, 16-19, 22-23, 26-30, 34-53, 55- 57	16
SPORTS/NEWS MMJ - KOLN (Lincoln)	1, 3-5, 7-14, 16-20, 22-23, 26-30, 34- 37, 39-53, 55-57	16
CREATIVE SERVICES DIGITAL PRODUCER - KOLN/KGIN	1, 3-14, 16-19, 22-23, 26-30, 34-53, 55- 57	19
CREATIVE SERVICES DIGITAL PRODUCER - KOLN/KGIN	1, 3-14, 16-19, 22-23, 26-30, 34-53, 55- 57	19
NEWS ANCHOR (MORNING) - KOLN	1, 3-14, 16-19, 21-23, 26-30, 34-53, 55- 57	21
SALES MULTIMEDIA MARKETING EXECUTIVE - KNOP (North Platte)	1, 3-14, 16-19, 22-23, 26-30, 34-53, 55- 57	19
NEWS REPORTER/MMJ - KNOP	1, 3-19, 22-23, 26-30, 34-53, 55-57	15
MEDIA SALES/MULTIMEDIA MARKETING EXECUTIVE - KOLN (Lincoln)	1, 3-14, 16-19, 22-23, 26-30, 34-53, 55- 57	19
NEWS REPORTER/MMJ - KOLN	1, 3-14, 16-19, 22-23, 26-30, 32, 34-37, 39-53, 55-57	19
MULTIMEDIA MARKETING EXECUTIVE (SALES) - KOLN/KSNB	1, 3-19, 22-23, 26-30, 34-37, 39-53, 55- 57	19
CREATIVE SERVICES PRODUCER - KOLN	1, 3-19, 22-23, 25-30, 34-37, 39-53, 55- 57	25
NEWS ANCHOR/MMJ (W/END) - KNOP	1, 3-14, 16-19, 22-23, 26-30, 34-37, 39- 53, 55-57	19
ASSIGNMENT EDITOR - KOLN	1, 3-14, 16-19, 22-23, 26-30, 34-37, 39- 57	54
NEWS CO-ANCHOR (W/DAY - EVENING) - KSNB/KOLN	1, 3-19, 22-23, 26-30, 34-37, 39-53, 55- 57	15
NEWS PHOTOGRAPHER/MMJ - KOLN	1, 3-14, 16-19, 22-30, 34-37, 39-53, 55- 57	25

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Advertising Federation of Nebraska PO Box 6146 Omaha, Nebraska 68106 Phone : 402-401-4273 Url : http://aafnebraska.org Email : aafomaha.teri@gmail.com Teri Hamburger	Y	0
2	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
3	BYU University Provo, Utah 84602 Phone : 801-422-6932 Url : https://www.byu.edu Preston Bond Manual Posting	Y	0
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
5	Central Community College PO Box 4903 Grand Island, Nebraska Phone : 308-398-7408 Url : https://www.cccneb.edu Glenda Heath Manual Posting	Y	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com Michael Billie Manual Posting	N	0

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

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7	College of St Mary 1901 S. 72nd St Omaha, Nebraska 68124 Phone : 402-399-2485 Url : https://www.csm.edu Email : afernandez1@csm.edu Jen McCarthy	N	0
8	Colorado University In Boulder 2085 Colorado Ave Ste 110 Boulder, Colorado 80309 Phone : 303-492-5480 Url : https://www.colorado.edu Christine Mahoney Manual Posting	Y	0
9	Columbia College 600 S Michigan Ave Chicago, Illinois 60605 Phone : 312-369-7260 Url : https://www.colum.edu Sara West Ervin Manual Posting	Y	0
10	Columbia University Grad School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-9198 Url : https://journalism.columbia.edu Julie Hartenstein Manual Posting	Y	0
11	Creighton University Career Center 2500 California Plaza Omaha, Nebraska 68178 Phone : 402-280-2722 Url : https://www.creighton.edu Jim Bretl Manual Posting	Y	0
12	Devry University School of Journalism 1310 E 104th St. Kansas City, Missouri 64131 Url : https://www.devry.edu Allison Novak Manual Posting	Y	0

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

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13	Drake University of Journalism 118 Meredith Hall Des Moines, Iowa Url : https://www.drake.edu Chrystal Stanley Manual Posting	Y	0
14	El Centro De Las Americas 2032 U Street Lincoln, Nebraska 68503 Phone : 402-474-3950 Url : https://elcentrone.org Email : romeo@elcentrone.org Romeo Guerra	Y	0
15	Employee Referral	N	7
16	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	8
17	Hastings College 710 Turner Ave. Hastings, Nebraska 68901 Phone : 402-461-7387 Url : https://www.hastings.edu Kim Graviette Manual Posting	Y	0
18	Hutchinson Community College 1300 North Plum Hutchinson, Kansas 67501 Phone : 620-665-3495 Url : https://www.hutchcc.edu Betty Kelly Manual Posting	Y	0
19	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	17

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

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20	Indian Center/WIA Center 1100 Military Rd. Lincoln, Nebraska 68508 Phone : 402-438-5321 Url : https://www.indiancenterinc.org Email : dbaxter1@live.com Kevin Abourezk	Y	0
21	Internal Candidate	N	1
22	Iowa State University 1320 Gerdin Business Bldg Ames, Iowa Phone : 515-294-2542 Url : https://iastate.edu Kathy Wieland Manual Posting	Y	0
23	Kansas State University Manhattan, Kansas 66506 Phone : 785-532-6956 Url : https://www.ksu.edu Linda Diehl Manual Posting	Y	0
24	Kaplan University 1821 K St Lincoln, Nebraska 68508 Phone : 402-474-5315 Url : https://purdueglobal.edu Email : aparmer@kaplan.edu Alisa Parmer	Y	0
25	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	6
26	Loras College 1450 Alta Vista Sute# 81 Dubuque, Iowa 52001 Phone : 563.588.7100 Url : https://www.loras.edu Email : lctv@loras.edu Kate Berning	Y	0

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

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27	Media Line PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : jobs@medialine.com Mark Shilstone	N	0
28	Mid-Plains Community College 1101 Halligan Dr. North Platte, Nebraska 69101 Phone : 800-658-4308 Url : https://mpcc.edu Tiffany Reckard Manual Posting	Y	0
29	Missouri State University 901 S. National Ave Springfield, Missouri 65897 Url : https://www.missouristate.edu College Recruiter Manual Posting	Y	0
30	Missouri University 230 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0878 Url : https://missouri.edu Amanda Nell Manual Posting	Y	0
31	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0
32	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	1
33	Native American Journalists Association 395 W. Lindsey Street Norman, Oklahoma 73019 Url : https://najanewsroom.com/ Diversity Posting Manual Posting	N	0

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

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34	Nebraska Broadcasters Association 11414 W. Center Rd. Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Url : https://ne-ba.org Email : jim@ne-ba.org Jim Timm	Y	0
35	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska Phone : 402-465-2418 Url : https://www.nebrwesleyan.edu Kim Afrank Manual Posting	Y	0
36	Neworks- NE Dept. of Labor S. 16th St. Lincoln, Nebraska 68508 Phone : 402-595-3035 Url : http://www.neworks.nebraska.gov Debbie Christensen Manual Posting	N	0
37	Northeast Community College 801 E Benjamin Ave PO Box 469 Norfolk, Nebraska 68701 Phone : 402-844-7264 Url : https://northeast.edu Email : crober12@northeast.edu Chandra Roberts	Y	0
38	Northwest Missouri State University 800 University Dr. Admin Bldg. 130 Maryville, Missouri 64468 Phone : 660-562-1250 Url : https://www.nwmissouri.edu Email : career@nwmissouri.edu College Recruiter	Y	0
39	Omaha Chinese Cultural Association PO Box 540016 Omaha, Nebraska 68124 Phone : 402-515-4491 Url : https://www.omahachinese.net Email : omahachinese@gmail.com Linda Steele	Y	0

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

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40	South Asian Journalists Association 2950 Broadway New York, New York 10027 Phone : 212-854-5979 Email : ss221@columbia.edu Sreenath Srenivasan	N	0
41	Southeast Community College 1600 K St NW Suite 700 Lincoln, Nebraska 68520 Phone : 402-437-2622 Url : https://www.southeast.edu Lynn Willey Manual Posting	N	0
42	Sportscasters Talent Agency of America 26101 Del Rey Suite A Mission Viejo, California 92691 Phone : 949-648-7822 Url : https://staatalent.com Email : jon@staatalent.com Jon Chelesnik	N	0
43	TV Jobs.Com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
44	Uni of KS W.A. White School of Journalism & Mass Comm 1435 Jayhawk Blvd Lawrence, Kansas 66405 Phone : 785-864-7630 Url : https://journalism.ku.edu Email : steve_rottinghaus@ku.edu Steve Rottinghaus	N	0
45	University of Minnesota 110 Murphy Hall 206 Church St Minneapolis, Minnesota 55455 Url : https://med.umn.edu College Recruiter Manual Posting	N	0

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

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46	University of Nebraska Mitchell Center Kearney, Nebraska 68849 Phone : 308-865-8249 Url : https://www.unk.edu Judy Spivey Manual Posting	N	0
47	University of Nebraska - TV 147 Anderson Hall TV, Nebraska Phone : 402-472-6856 Url : https://www.unomaha.edu Email : ralloway1@unl.edu Rick Alloway	N	0
48	University of Ohio EW Scripps School of Journalism 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2591 Url : https://www.ohio.edu Email : scrippscollege@ohio.edu Erin Roberts	N	0
49	University of Ohio School of Media Arts & Studies 202 RTV9 S College St Athens, Ohio 45701 Phone : 740-593-4861 Url : https://www.ohio.edu Email : cssc@ohio.edu Paula Carpenter	N	0
50	University of Wisconsin 821 University Ave. 5115 Vilas Hall Madison, Wisconsin 53706 Phone : 608-263-4858 Url : https://www.wisc.edu Robert Schwoch Manual Posting	N	0
51	Utah University 201 President's Circle Salt Lake City, Utah 84112 Phone : 801-581-7200 Url : https://www.utah.edu College Recruiter Manual Posting	N	0

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

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52	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7425 Url : https://www.wsc.edu Terri Heggemeyer Manual Posting	N	0
53	Wichita State University 1845 Fairmount St Wichita, Kansas 67260 Phone : 316-978-3456 Url : https://www.wichita.edu College Recruiter Manual Posting	N	0
54	Word of Mouth Referral	N	1
55	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
56	York College 1125 E. 8th St York, Nebraska 68467 Phone : 402-363-5615 Url : https://www.york.edu Email : jibaker@york.edu Rusty Ridley	N	0
57	YWCA 3801 Harney St Omaha, Nebraska 68131 Phone : 402-345-6555 Url : https://nrrs.ne.gov Email : porschah@wcaomaha.org John Quinn	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2023	Participation in Job Fairs	Mid-Plains Community College Job Fest	5	Meteorologist Meteorologist Sports Anchor Sports Anchor
2	2/8/2023	Participation in other activities designed by the station employment unit	The Marketing and Community Services Director gave a tour to the broadcast/journalism students at Lincoln High. There were 18 people in total including 2 teachers. The tour included watching Pure Nebraska & talking with Jon & Taryn Vanderford as well as Meteorologist Bill Rentchler. The group also sat in on the morning meeting with reporters, anchors and producers. The tour lasted a total of two hours.	7	Marketing and Community Services Director Meteorologist Chief Meteorologist Meteorologist
3	3/8/2023	Participation in other activities designed by the station employment unit	On Wednesday, March 8, 2023, Eleonora Cagnetta came to the 10/11 Studios at 1:30pm to job shadow a morning Anchor. The Marketing and Community Services Director gave her a tour of the station then introduced her to Anchors. She attended the 2pm meeting, watched Anchor set up her 4pm show, chatted with Meteorologist about the streaming desk, then watched the 4 o'clock taping.	3	Marketing and Community Services Director Meteorologist Anchor
4	4/20/2023	Establishment of a mentoring program	On April 20, 2023, our Office Manager and her Administrative Asst. attended a webinar on the FCC's EEO Rules and Regulations provided by Wiley Rein.	2	Office Manager Administrative Asst

KCWH-LD, KGIN, KIIT-CD, KNHL, KNOP-TV, KNPL-LD, KOLN, KSNB-TV

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

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5	5/9/2023	Participation in other activities designed by the station employment unit	<p>On May 9, 2023, at 2pm The Marketing and Community Services Director gave a tour to the 7th and 8th grade students from Deshler Lutheran. There were 15 students and 5 adults. The tour included talking to a Meteorologist and Chief Meteorologists . The group also chatted with reporters, anchors and producers. The tour lasted a total of 1 hour. Below was our tentative schedule and attached is a picture.</p> <p>2:00 - Arrive 2:05 - Tour Production, Studio and Streaming Desk 2:30 - Q and A with weather 3:00 - Leave</p>	7	Marketing and Community Services Director Meteorologist Chief Meteorologist Meteorologist
6	6/15/2023	Participation in other activities designed by the station employment unit	<p>On March 15, 2023, at 2pm The Marketing and Community Services Director gave a tour to the meteorology students at Concordia University. There were 15 people in total including the teacher. The tour included talking to a Meteorologist and Chief Meteorologist. The group also sat in on the afternoon meeting with reporters, anchors and producers. The tour lasted a total of 1.5 hours.</p>	4	Marketing and Community Services Director Meteorologist Chief Meteorologist News Editor
7	6/22/2023	Participation in other activities designed by the station employment unit	<p>On June 22, 2023, at 10am Marketing and Community Services Director gave a tour to 8 officers for the Shickley FFA chapter. They ranged in age from 15 to 17. The tour included talking to Meteorologists. The group also chatted with reporters, anchors and producers.</p> <p>10:00 - Arrive 10:05 - Tour Production, Studio and Streaming Desk 10:30 - Q and A with weather 11:00 - Leave</p>	6	Marketing and Community Services Director Meteorologist Meteorologist