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, 2017 through January 31, 2018.

Full-time vacancies filled between February 1, 2017 and January 31, 2018:

1. Accountant III
2. Television Network Operator (Two Positions)
4. Human Resource Assistant

Total number of persons interviewed for full-time vacancies: 17

Total number of interviewees listed by referral source:

- Internet – State Job Listing: 9
- State Employee: 2
- Other/Internet: 3
- Friend: 1
- Nebraska Broadcasters Association: 1
- Lincoln Journal Star: 1

Position/Job Vacancy #1: Accountant III

Recruitment source of successful applicant:

State Personnel
P.O. Box 94905
Lincoln, NE 68509-4905
Kaywin Sohl
(402) 471-4108
Recruitment sources that referred interviewees:

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th># Interviewed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internet – State Job Listing</td>
<td>3</td>
</tr>
<tr>
<td><a href="http://statejobs.nebraska.gov">http://statejobs.nebraska.gov</a></td>
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</tr>
<tr>
<td>State Personnel</td>
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<tr>
<td>P.O. Box 94905</td>
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<tr>
<td>Lincoln, NE 68509-4905</td>
<td></td>
</tr>
<tr>
<td>Kaywin Sohl</td>
<td></td>
</tr>
<tr>
<td>(402) 471-4108</td>
<td></td>
</tr>
<tr>
<td>State Employee</td>
<td>1</td>
</tr>
<tr>
<td>Lincoln Journal &amp; Star</td>
<td>1</td>
</tr>
<tr>
<td>P.O. Box 80499</td>
<td></td>
</tr>
<tr>
<td>Lincoln, NE 68501</td>
<td></td>
</tr>
<tr>
<td>Jill Aerni</td>
<td></td>
</tr>
<tr>
<td>(402) 473-2624</td>
<td></td>
</tr>
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</table>

Recruitment sources that did not refer interviewees:

<table>
<thead>
<tr>
<th>Recruitment Source</th>
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<tbody>
<tr>
<td>Omaha World Herald</td>
</tr>
<tr>
<td>14th &amp; Dodge</td>
</tr>
<tr>
<td>Omaha, NE 68102</td>
</tr>
<tr>
<td>Mike Friedman</td>
</tr>
<tr>
<td>(402) 444-1326</td>
</tr>
<tr>
<td>NET Website</td>
</tr>
<tr>
<td>1800 North 33</td>
</tr>
<tr>
<td>Lincoln, NE 68503</td>
</tr>
<tr>
<td>Cathy Lund</td>
</tr>
<tr>
<td>(402) 470-6214</td>
</tr>
<tr>
<td>Internal Posting/Employee</td>
</tr>
<tr>
<td>1800 North 33</td>
</tr>
<tr>
<td>Lincoln, NE 68503</td>
</tr>
<tr>
<td>Cathy Lund</td>
</tr>
<tr>
<td>(402) 470-6214</td>
</tr>
<tr>
<td>Careerbuilder</td>
</tr>
</tbody>
</table>
Position/Job Vacancy #2: TV Network Operator (Two Positions)

Recruitment source of successful applicant:

Friend

Internet – State Job Listing
http://statejobs.nebraska.gov
State Personnel
P.O. Box 94905
Lincoln, NE 68509-4905
Kaywin Sohl
(402) 471-4108

Recruitment sources that referred interviewees:

<table>
<thead>
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<td>State Personnel</td>
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<tr>
<td>P.O. Box 94905</td>
<td></td>
</tr>
<tr>
<td>Lincoln, NE 68509-4905</td>
<td></td>
</tr>
<tr>
<td>Kaywin Sohl</td>
<td></td>
</tr>
<tr>
<td>(402) 471-4108</td>
<td></td>
</tr>
</tbody>
</table>

Recruitment sources that did not refer interviewees:

Lincoln Journal & Star
P.O. Box 80499
Lincoln, NE 68501
Position/Job Vacancy #3: Morning Edition Host/News Reporter

Recruitment source of successful applicant:

Internet – State Job Listing
http://statejobs.nebraska.gov
State Personnel
P.O. Box 94905
Lincoln, NE 68509-4905
Kaywin Sohl
(402) 471-4108

Recruitment sources that referred interviewees:

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<thead>
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Internet – State Job Listing
http://statejobs.nebraska.gov
State Personnel
P.O. Box 94905
Lincoln, NE  68509-4905
Kaywin Sohl
(402) 471-4108

Nebraska Broadcasters Association
11414 W. Center Road, Suite 342
Omaha, NE  68144
Jim Timm
(402) 933-5995

Recruitment sources that did not refer interviewees:

Lincoln Journal & Star
P.O. Box 80499
Lincoln, NE  68501
Jill Aerni
(402) 473-2624

Omaha World Herald
14th & Dodge
Omaha, NE  68102
Mike Friedman
(402) 444-1326

NET Website
1800 North 33
Lincoln, NE  68503
Cathy Lund
(402) 470-6214

Internal Posting/Employee
1800 North 33
Lincoln, NE  68503
Cathy Lund
(402) 470-6214

CURRENT Newspaper and
CURRENT.org
6930 Carroll Ave
**Position/Job Vacancy #4: Human Resource Assistant**

**Recruitment source of successful applicant:**

Internet – State Job Listing  
http://statejobs.nebraska.gov  
State Personnel  
P.O. Box 94905  
Lincoln, NE 68509-4905  
Kaywin Sohl  
(402) 471-4108

**Recruitment sources that referred interviewees:**

<table>
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<tr>
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</tr>
<tr>
<td>P.O. Box 94905</td>
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<tr>
<td>Lincoln, NE 68509-4905</td>
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</tr>
<tr>
<td>Kaywin Sohl</td>
<td></td>
</tr>
<tr>
<td>(402) 471-4108</td>
<td></td>
</tr>
</tbody>
</table>

Internal Posting/Employee  
1800 North 33  
Lincoln, NE 68503
Recruitment sources that did not refer interviewees:

Lincoln Journal & Star  
P.O. Box 80499  
Lincoln, NE 68501  
Jill Aerni  
(402) 473-2624

NET Website  
1800 North 33  
Lincoln, NE 68503  
Cathy Lund  
(402) 470-6214

EEO Diversity Mailing (Exhibit A)

Advertised requests to community groups to become members of our job opening distribution list. During the reporting period 490 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 we continued to provide internship opportunities for students. These internships provided 10 students the opportunity to work in News/Public Affairs, Communications, Human Resources, and Information Services.

Hosting at least one job fair.

Co-Sponsored and participated in Public Media Virtual Career Fair. We connected with 10 applicants regarding career opportunities during the job fair. 207 jobseekers attended the virtual career fair. September 14, 2017.

Participated in at least four (4) programs sponsored by educational institutions relating to career opportunities in broadcasting.
A group of 15 students from a Union College Mass Media and Communications class visited KUCV were given a tour and discussion of television and radio production. October 17, 2017

Radio Music Director spoke to a group of students at the University of Nebraska-Kearney regarding alternative careers in music. March 31 – April 1, 2017.

News Director met with three University of Nebraska-Lincoln freshmen students and their advisor. Given a tour followed by informal discussion regarding NET and journalism. September 27, 2017.

Reporter/Producer spoke to an undergraduate English Class at UNL of 20 students about interviewing methods and journalism. April 19, 2017.

Reporter/Producer gave a presentation to 20-25 students in an English class at UNL about interviewing and journalism. September 7, 2017.

News Reporter gave a presentation to 95 students about careers in journalism to a University of Nebraska-Omaha journalism class. September 28, 2017.

Music Director and Morning Edition Host/News Reporter provided a job shadow experience to a Nebraska Wesleyan student who high school student who had an interest in Radio Broadcast and Production. April 25, 2016.

A group of 20 students from Norris High School visited NET to learn about careers in public broadcasting. They were given a tour and information regarding the organization including some of our productions, radio broadcasting, and interactive education. April 26, 2017.

A group of 12 students from Norris High School visited NET to learn about careers in public broadcasting and the arts. They were given a tour and information regarding the organization including some of our productions, radio broadcasting, and interactive education. November 15, 2017.

HR Specialist attended University of Nebraska Journalism and Mass Communications Career Fair. Discussed career opportunities with 32 students. March 2, 2017.

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

KUCV 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 as well as providing application forms upon request, answering questions and being involved in the selection process.
Training program established to enable station personnel to acquire skills to qualify them for higher positions.

Two employees participate in Attitude of a Champion Leader Seminar, June 1, 2017.

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

As State of Nebraska employees our staff are eligible participate in a tuition assistance program which enables them to receive 75% tuition reimbursement for job related courses.

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

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

Employees are encouraged to attend educational seminars provided by the University of Nebraska-Lincoln covering legal issues and policies and procedures related to hiring.

**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 53 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. Social media sites such as Twitter and LinkedIn were added to our recruitment efforts.

Tour Program: Building tours were conducted for groups that include the general public, grade school, middle school, high school, home schooled students, career academy, college students, first year broadcasting students, cub scouts, and day care programs.
EXHIBIT A
FCC EEO PUBLIC FILE REPORT 2018

Baltimore American Indian Center
113 S. Broadway
Baltimore, MD 21231
John Simmermeyer (410) 675-3535
john.g.simmermeyer@live.com

Brown College
1440 Northland Dr.
Mendota Heights, MN 55120
Christine Kleckner (651) 905-3509
ckleckner@browncollege.edu

Central Community College
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
Nate Woods (402) 474-1110
natewoods@malonecenter.org

Commission on Human Rights
440 S 8th St. Suite 101
Lincoln, NE 68508-2294
Kimberly Taylor-Riley (402) 441-8691
ktaylor-riley@lincoln.ne.gov

Douglas Co. Civic Center
1819 Farnam, Suite 505
Omaha, NE 68183
Chris Salisbury (402) 444-6188
csalisbury@co.douglas.ne.us

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 Center
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.
525 Bryant St. NW, Room 107
Washington DC 20059
Carol Y. Dudley (202) 806-5806
cududley@howard.edu
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 0446
Lincoln, NE 68509
Richard Alloway (402) 472-6856
ralloway1@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@communityactionatwork.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
woodsa@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
504 Cedar St.
Omaha, NE 68106
Peggy Kotschwar (402) 595-3007
ndol.omawahfd@nebraska.gov

Nebr. Commission on Indian Affairs
P.O. Box 94981, State Capitol
Lincoln, NE 68509
Judith Gaiashkibos (402) 471-3475
judi.gaiashkibos@nebraska.gov

Nebraska Equal Opportunity Commission
P.O. Box 94934, State Capitol
Lincoln, NE 68509
Stan Odenthal (402) 471-4065
stan.odenthal@nebraska.gov

terrh@northeastcollege.com
cathyk@niu.edu

Northeast Comm. College
P.O. Box 469
Noroelf, NE 68702
Terry Heggemeyer (402) 644-0432

Northern Illinois University
Gabel Hall Rm. 218
Dekalb, IL 60115
Cathy Kubasiak (815) 753-9339
drs.morrison@yahoo.com

 Omaha Opportunities, Industrialization Ctr.
2724 N. 24th St.
Omaha, NE 68110
Lorraine Morrison (402) 457-4222
jeff.miller@omahatribecom

 Omaha Tribal Council
P.O. Box 368
Macy, NE 68039
Jeff Miller (402) 837-5391
hr@poncatribene-ne.org

 Ponca Tribe of NE
1701 E Street
Lincoln, NE 68508
Lisa Bickert (402) 438-9222
jobs@produethub.com

 Productionhub.com
801 W. Fairfield Ave
Winter Park, FL
Nick Hoefly (877) 629-4122
franklinwhipple@yahoo.com

 Santee Sioux Tribal Council
425 Frazier Ave. N Suite 2
Niobrara, NE 68760
Franklin Whipple (402) 857-2303
stolle@southeast.edu

 SE Community College
Milford Campus
Milford, NE 68405
Shelly Tolle (402) 761-2131
placement@southeast.edu

 Southeast Comm. College
8800 "O" St.
Lincoln, NE 68520
Lynn Willey (402) 437-2622
<table>
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<tr>
<th>Organization</th>
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<th>Contact Name</th>
<th>Phone Number</th>
<th>Email Address</th>
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<tr>
<td>Syracuse University</td>
<td>215 University Place</td>
<td>Syracuse, NY 13244</td>
<td>Bridget Lichtinger</td>
<td>(315) 443-3270</td>
<td><a href="mailto:belichti@syr.edu">belichti@syr.edu</a></td>
</tr>
<tr>
<td>Union College</td>
<td>3800 S. 48th St.</td>
<td>Lincoln, NE 68506</td>
<td>Debra Bogdon</td>
<td>(402) 486-2540</td>
<td><a href="mailto:career@ucollege.edu">career@ucollege.edu</a></td>
</tr>
<tr>
<td>Vision Maker Media</td>
<td>1800 North 33</td>
<td>Lincoln, NE 68503</td>
<td>Shirley Sneve</td>
<td>(402) 472-3522</td>
<td><a href="mailto:shirley.sneve@unl.edu">shirley.sneve@unl.edu</a></td>
</tr>
<tr>
<td>Vocational Rehabilitation</td>
<td>5143 S. 48th St.</td>
<td>Lincoln, NE 68516</td>
<td>Jon Rathsen</td>
<td>(402) 471-3231</td>
<td><a href="mailto:jon.rathjen@nebraska.gov">jon.rathjen@nebraska.gov</a></td>
</tr>
<tr>
<td>Western Iowa Tech Community College</td>
<td>4647 Stone Ave.</td>
<td>Sioux City, IA 51106</td>
<td>Lori Knight</td>
<td>(712) 274-8733 ext. 12</td>
<td><a href="mailto:jobposting@witcc.edu">jobposting@witcc.edu</a></td>
</tr>
<tr>
<td>Western Nebr. Community College</td>
<td>1601 E 27th St.</td>
<td>Scottsbluff, NE 69361</td>
<td>Michael Houdyshell</td>
<td>(308) 635-3606</td>
<td><a href="mailto:houdyshe@wncc.edu">houdyshe@wncc.edu</a></td>
</tr>
<tr>
<td>WHMM-TV Howard University</td>
<td>2222 4th St. NW</td>
<td>Washington DC 20059</td>
<td>Dr. Judi Moorlatta</td>
<td>(202) 806-3200</td>
<td><a href="mailto:jmoorlatta@howard.edu">jmoorlatta@howard.edu</a></td>
</tr>
<tr>
<td>Winnebago Tribal Council</td>
<td>Jobs Program</td>
<td>Winnebago, NE 68071</td>
<td>Doreen Miera</td>
<td>(402) 878-2447</td>
<td><a href="mailto:hr@winnebagotribe.com">hr@winnebagotribe.com</a></td>
</tr>
<tr>
<td>YWCA</td>
<td>1432 N St.</td>
<td>Lincoln, NE 68508</td>
<td>Melissa Lewis</td>
<td>(402) 434-3494</td>
<td><a href="mailto:melissal@ywcalincoln.org">melissal@ywcalincoln.org</a></td>
</tr>
<tr>
<td>Asian American Journalists Assoc</td>
<td>1182 Market St, Suite 320</td>
<td>San Francisco, CA 94102</td>
<td>Marcia Santillan</td>
<td>(415) 346-2051</td>
<td><a href="mailto:MarciaS@aaja.org">MarciaS@aaja.org</a></td>
</tr>
<tr>
<td>Native American Journalists Assoc</td>
<td>395 W. Lindsey</td>
<td>Norman, OK 73019</td>
<td>Pam Silas</td>
<td>(405) 325-9008</td>
<td><a href="mailto:psilas@ou.edu">psilas@ou.edu</a></td>
</tr>
<tr>
<td>Center for Asian American Media</td>
<td>145 Ninth Street, Suite 350</td>
<td>San Francisco, CA 94103</td>
<td>Stephen Gong</td>
<td>(415) 883-0814</td>
<td><a href="mailto:sgong@caamedia.org">sgong@caamedia.org</a></td>
</tr>
<tr>
<td>Latino Public Radio Consortium</td>
<td>PO Box 8862</td>
<td>Denver, CO 80201</td>
<td>Ilena Rivera Santa</td>
<td>(308) 877-4251</td>
<td><a href="mailto:ileana@latinopublicmedia.org">ileana@latinopublicmedia.org</a></td>
</tr>
<tr>
<td>Natl Black Prog Con/Black Public Media</td>
<td>68 E 131st St, 7th Floor</td>
<td>New York, NY 10037</td>
<td>Jacquie Jones</td>
<td>(212) 234-8200</td>
<td><a href="mailto:jacquie@nbpc.tv">jacquie@nbpc.tv</a></td>
</tr>
<tr>
<td>Native Public Media</td>
<td>P.O. Box 3955</td>
<td>Flagstaff, AZ 86003</td>
<td>Loris Taylor</td>
<td>(510) 451-8200 X308</td>
<td><a href="mailto:info@nativepublicmedia.org">info@nativepublicmedia.org</a></td>
</tr>
<tr>
<td>UNITY: Journalists for Diversity</td>
<td>P.O. Box 511783</td>
<td>Milwaukee, WI 53203</td>
<td>Onica Makwakwa</td>
<td>(414) 335-1478</td>
<td><a href="mailto:info@unityjournalists.org">info@unityjournalists.org</a></td>
</tr>
<tr>
<td>NPR-Diversity in News and Operations</td>
<td>635 Massachusetts Ave., Nw</td>
<td>Washington, DC 20001</td>
<td>Keith Woods</td>
<td>(202) 513-2000</td>
<td><a href="mailto:kwoods@npr.org">kwoods@npr.org</a></td>
</tr>
<tr>
<td>New America Media</td>
<td>275 9th St</td>
<td>San Francisco, CA 94013</td>
<td>Sandy Close</td>
<td>(415) 503-4170</td>
<td><a href="mailto:sclose@newamericamedia.org">sclose@newamericamedia.org</a></td>
</tr>
<tr>
<td>Pacific Islanders in Communications</td>
<td>615 Piikoi Street, Suite 1504</td>
<td>Honolulu, HI 96814</td>
<td>Leanne Ferrer</td>
<td>(808) 591-0059</td>
<td><a href="mailto:lferrer@piccom.org">lferrer@piccom.org</a></td>
</tr>
<tr>
<td>Latino Public Broadcasting</td>
<td>2550 N Hollywood Way #420</td>
<td>Burbank, CA 91505</td>
<td>Patricia Boero</td>
<td>(818) 847-9656</td>
<td><a href="mailto:info@lpbp.org">info@lpbp.org</a></td>
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</table>

### Organization Requesting Notification

<table>
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<th>Organization</th>
<th>Address</th>
<th>City, State ZIP</th>
<th>Contact Name</th>
<th>Phone Number</th>
<th>Email Address</th>
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</thead>
<tbody>
<tr>
<td>Goodwill Industries</td>
<td>2100 Judson</td>
<td>Lincoln, NE 68521</td>
<td>Beth Olson</td>
<td>(402) 438-2022</td>
<td><a href="mailto:hr@lincolngoodwill.org">hr@lincolngoodwill.org</a></td>
</tr>
<tr>
<td>Gering First United Methodist Church</td>
<td>900 O Street</td>
<td>Gering, NE 69341</td>
<td>E.J. Russell</td>
<td>(402) 477-0006</td>
<td><a href="mailto:russel83@charter.net">russel83@charter.net</a></td>
</tr>
<tr>
<td>Colorado Media School</td>
<td>404 S Upham St</td>
<td>Lakewood, CO 80226</td>
<td>Debbie Byrd</td>
<td>(303) 479-4908</td>
<td><a href="mailto:dbyrd@beonair.com">dbyrd@beonair.com</a></td>
</tr>
</tbody>
</table>