

FCC EEO Public File Report – KUCV (Radio)

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
Director of Engineering	1	Broadcast Career Link Broadcasting & Cable Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Institute of Electrical & Electronics Engineers Internal Posting/Employee (1) Lincoln Journal Star LinkedIn National Educational Telecomm. Assoc. Nebraska Broadcasters Association NET Website Omaha World Herald Public Broadcasting Service Society of Broadcast Engineers State Website TV Technology Twitter Ziprecruiter	Current or former employee
Accountant III	1	Careerlink EEO Diversity Mailing (Exhibit A) Internal Posting/Employee Lincoln Journal Star NET Website Omaha World Herald State Website (1)	State Website
Media Services Coordinator	1	EEO Diversity Mailing (Exhibit A) Internal Posting/Employee Lincoln Journal Star NET Website State Website (1)	State Website

Multimedia Reporter/ Producer	2	Asian American Journalist Association Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (1) Lincoln Journal Star National Association of Black Journalists Nebraska Broadcasters Association NET Website Omaha World Herald Radio Television Digital News Association State Website (1)	State Website
Transmission System Site Manager	3	Broadcast Career Link Broadcasting & Cable Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Institute of Electrical & Electronics Engineers Internal Posting/Employee (1) Lincoln Journal Star LinkedIn National Educational Telecomm. Assoc. Nebraska Broadcasters Association NET Website Omaha World Herald Public Broadcasting Service Society of Broadcast Engineers State Website (2) TV Technology Twitter Ziprecruiter	Current or former employee
Senior Broadcasting IT Engineer	1	Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Facebook Institute of Electrical & Electronics Engineers Internal Posting/Employee (1) Lincoln Journal Star LinkedIn National Educational Telecomm. Assoc. Nebraska Broadcasters Association NET Website Omaha World Herald State Website TV Technology Twitter	Current or former employee

Total Number Interviewed by Recruitment Source

Asian American Journalists Association
Broadcast Career Link
Broadcasting & Cable
Careerlink
Corporation for Public Broadcasting
Current
EEO Diversity Mailing (Exhibit A)
Facebook
Institute of Electrical & Electronics Engineers
Internal Posting/Employee (4)
Lincoln Journal Star
LinkedIn
National Association of Black Journalists
National Educational Telecommunications Association
Nebraska Broadcasters Association
NET Website
Omaha World Herald
Public Broadcasting Service
Radio Television Digital News Association
Society of Broadcast Engineers
Society of Motion Picture & Television Engineers
State Website (5)
TV Technology
Twitter
Ziprecruiter

Total: 9

RESOURCE AGENCIES:

Resource	Contact	Contact Information
Asian American Journalists Association		www.aaaja.org 5 Third St. Suite 1108 San Francisco, CA 94103 (415) 346-2051
Broadcast Career Link		www.broadcastcareerlink.com 1771 N. St. NW Washington, DC 20036 (202) 429-5498
Broadcasting & Cable		www.broadcastingcable.com NewBay Media LLC 28 East 28 th Street 12 th Floor New York, NY 10016 (212) 378-0454
Careerlink	Michael Zeigle	www.careerlink.org AIM Corporate Suite 300 Omaha, NE 68102 (402-345-5025 x 134
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)		
Facebook		
Institute of Electrical & Electronics Engineers		www.ieee.org employerjobsite@ieee.org
Internal Posting/Employee	Brianna Hans	1800 North 33 rd Street Lincoln, NE 68503 (402) 470-6287
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 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
NET Website	Brianna Hans	www.netnebraska.org/careers 1800 North 33 rd Street Lincoln, NE 68503 (402) 470-6287
Omaha World Herald	Debbie Quaas	1314 Douglas Street, Suite 600 Omaha, NE 68102 (402) 444-1294
Public Broadcasting Service		www.mypbs.org 2100 Crystal Drive Arlington, VA 22202
Radio Television Digital News Association		www.rtdna.org The National Press Building 529 14 th Street, NW, Suite 1240 Washington, D.C. 20045
Society of Broadcast Engineers		www.sbe.org 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 (317) 846-9000
Society of Motion Picture & Television Engineers		www.smpete.org White Plains Plaza 445 Hamilton Ave Ste 601 White Plains, NY 10601-1827 1-914-761-1100
State Website	Kaywin Sohl	http://statejobs.nebraska.gov State Personnel P.O. Box 94905 Lincoln, NE 68509-4905 (402) 471-4108
TV Technology	Michele Inderrieden	www.tvtechnology.com NewBay Media LLC 28 East 28 th Street 12 th Floor New York, NY 10016 (212) 378-0400, ext. 523
Twitter		

Ziprecruiter	Rabbaanee Williams	www.ziprecruiter.com (480) 282-9346
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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 KUCV'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 3 students the opportunity to work in Radio and Engineering.

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.

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.

Attend Job Fairs:

Participated in the Pubmedia Virtual Career Fair on April 2, 2019.

Participated in 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.

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.

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 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.

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, retirement communities, foreign visitors and first year broadcasting students.

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	tubbs@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 Commis	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@poncatrib-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.rathsen@nebraska.gov
Western Iowa Tech Community Colle	4647 Stone Ave.	Sioux City, IA 51106	Lori Knight	(712) 274-8733 ex	jobposting@witcc.edu
Western Nebr. Community College	1601 E 27th St.	Scottsbluff, NE 69361	Michael Houdyshe	(308) 635-3606	houdyshe@wncc.edu
WHMM-TV Howard University	2222 4th St. NW	Washington DC 20059	Dr. Judi Moorelatta	(202) 806-3200	jlatata@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@ywcacolincoln.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@nbpc.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@lppb.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