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:

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Total Interviewed for the Position</th>
<th>Recruitment Sources / Total Number Referred by Recruitment Source</th>
<th>Recruitment Source of Successful Applicant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Engineering</td>
<td>1</td>
<td>Broadcast Career Link, Broadcasting &amp; Cable Corporation for Public Broadcasting, Current EEO Diversity Mailing (Exhibit A), Institute of Electrical &amp; 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</td>
<td>Current or former employee</td>
</tr>
<tr>
<td>Accountant III</td>
<td>1</td>
<td>Careerlink, EEO Diversity Mailing (Exhibit A), Internal Posting/Employee, Lincoln Journal Star, NET Website, Omaha World Herald, State Website (1)</td>
<td>State Website</td>
</tr>
<tr>
<td>Media Services Coordinator</td>
<td>1</td>
<td>EEO Diversity Mailing (Exhibit A), Internal Posting/Employee, Lincoln Journal Star, NET Website, State Website (1)</td>
<td>State Website</td>
</tr>
<tr>
<td>Position</td>
<td>Number</td>
<td>Web Pages/Links</td>
<td>Status</td>
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<tr>
<td>--------------------------------</td>
<td>--------</td>
<td>-------------------------------------------------------------------------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>Multimedia Reporter/Producer</td>
<td>2</td>
<td>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)</td>
<td>State Website</td>
</tr>
<tr>
<td>Transmission System Site Manager</td>
<td>3</td>
<td>Broadcast Career Link Broadcasting &amp; Cable Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Institute of Electrical &amp; 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</td>
<td>Current or former employee</td>
</tr>
<tr>
<td>Senior Broadcasting IT Engineer</td>
<td>1</td>
<td>Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Facebook Institute of Electrical &amp; 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</td>
<td>Current or former employee</td>
</tr>
</tbody>
</table>
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:

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian American Journalists Association</td>
<td></td>
<td><a href="http://www.aaja.org">www.aaja.org</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>5 Third St. Suite 1108</td>
</tr>
<tr>
<td></td>
<td></td>
<td>San Francisco, CA  94103</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(415) 346-2051</td>
</tr>
<tr>
<td>Broadcast Career Link</td>
<td></td>
<td><a href="http://www.broadcastcareerlink.com">www.broadcastcareerlink.com</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1771 N. St. NW</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Washington, DC  20036</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(202) 429-5498</td>
</tr>
<tr>
<td>Broadcasting &amp; Cable</td>
<td></td>
<td><a href="http://www.broadcastingcable.com">www.broadcastingcable.com</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>NewBay Media LLC</td>
</tr>
<tr>
<td></td>
<td></td>
<td>28 East 28th Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12th Floor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>New York, NY 10016</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(212) 378-0454</td>
</tr>
<tr>
<td>Careerlink</td>
<td>Michael Zeigle</td>
<td><a href="http://www.careerlink.org">www.careerlink.org</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>AIM Corporate Suite 300</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Omaha, NE  68102</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(402-345-5025 x 134</td>
</tr>
<tr>
<td>Corporation for Public Broadcasting</td>
<td></td>
<td><a href="http://www.cpb.org">www.cpb.org</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>401 9th Street, NW</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Washington, DC 20004-2129</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(202) 879-9600</td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td><a href="http://www.current.org">www.current.org</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>6930 Carroll Ave</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Suite 625</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Takoma Park, MD  20912</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(301) 270-7240</td>
</tr>
<tr>
<td>EEO Diversity Mailing (Exhibit A)</td>
<td></td>
<td><a href="http://www.ieee.org">www.ieee.org</a></td>
</tr>
<tr>
<td>Facebook</td>
<td></td>
<td><a href="mailto:employerjobsite@ieee.org">employerjobsite@ieee.org</a></td>
</tr>
<tr>
<td>Institute of Electrical &amp; Electronics Engineers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1800 North 33rd Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lincoln, NE 68503</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(402) 470-6287</td>
</tr>
<tr>
<td>Internal Posting/Employee</td>
<td>Brianna Hans</td>
<td><a href="mailto:Along@journalstar.com">Along@journalstar.com</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1800 North 33rd Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lincoln, NE 68501</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(402) 473-7125</td>
</tr>
<tr>
<td>LinkedIn</td>
<td></td>
<td><a href="http://www.nabjcareers.org">www.nabjcareers.org</a></td>
</tr>
<tr>
<td>National Association of Black Journalists</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>NABJ Career Center</td>
</tr>
<tr>
<td>Organization</td>
<td>Contact Name</td>
<td>Contact Information</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>--------------------</td>
<td>-----------------------------------------------------------</td>
</tr>
</tbody>
</table>
| 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 33rd 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 14th 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.smpte.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 28th Street  
12th Floor  
New York, NY 10016  
(212) 378-0400, ext. 523 |
| Twitter                                         |                    |                                                           |
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 Smermeyer       (410) 675-3535       john.g.simermeyer@live.com
Central Community College Platte Ca       P.O. Box 1027       Columbus, NE 68602-1027       Lora Hasterreter       (402) 562-1210       hasterreter@ccneb.edu
Clyde Malone Community Center       2032 "U" St       Lincoln, NE 68503       John Goodwin       (402) 474-1110       john.goodwin@maloncenter.org
Commission on Human Rights       555 So 10th St Ste 304       Lincoln, NE 68508       Franciska 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 DevelopmentIndian Cen       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       cddaley@howard.edu
Indian Child Welfare Law Center       1113 E. Franklin Ave. Suite 600       Minneapolis, MN 55404       Shannan Smith       (612) 879-9165       shannon@icwic.org
Interviewing & Referral Center       225 Nebraska Union       Lincoln, NE 68588-0451       Natalie Keashall       (402) 472-8052       rallowy1@unl.edu
KRNFM       147 Andersen Hall       City Campus 0466       Richard Allownay       (402) 472-6856
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@mccc.edu
Mid Plains Community College       1101 Halligan Dr.       North Platte, NE 69101       Amy Woods       (308) 535-3679       wooda@mccc.edu
National Assoc. of Hispanic Journalist       1000 National Press Bldg.       Washington, DC 20045       Michelle Vignoli       (202) 662-7483       nahi@nahi.org
NE Workforce Development Office       5404 Cedar St.       Omaha, NE 68106       Peggy Kotschar       (402) 595-3007       ndel.omahawhd@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 Commission       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 Heggersemey       (402) 644-0432       terenh@northeastcollege.com
Northern Illinois University       Gabel Hall Rm. 218       Dekalb, IL 60115       Cathy Kubasiak       (815) 753-9399       cathyk@niiu.edu
Omaha Opportunities, Industrialization       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@omahatribecom
Ponca Tribe of NE       1701 E Street       Lincoln, NE 68508       Lisa Bickert       (402) 438-9222       bickert@ponca-tribe-located.org
Productionhub.com       801 W. Fairfield Ave       Winter Park, FL       Nick Hoefly       (410) 675-3535
Santee Sioux Tribal Council       425 Frazier Ave. N Suite 2       Niobrara, NE 68760       Franklin Whipple       (402) 387-2303       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 Nexhoose School of Public Comm       Syracuse, NY 13244       Bridget Lichtinger       (315) 443-3270       belichti@syr.edu
Union College       3800 S. 48th St.       Lincoln, NE 68506       Valerie Lee       (402) 485-2540       careersassistant@ucollege.edu
Vision Maker Media       1800 North 33       Lincoln, NE 68503       Shirley Sobe       (402) 472-3522       shirley.sve@yahoo.com
Vocational Rehabilitation       5143 S. 48th St.       Lincoln, NE 68516       Jon Rathjen       (402) 471-3211       jon.rathjen@nebraska.gov
Western Iowa Tech Community College       4647 Stone Ave.       Sioux City, IA 51106       Lori Knight       (712) 274-8733 ex80165       jobposting@witcc.edu
Western Nebr. Community College       1601 E 27th St.       Scottsbluff, NE 69361       Michael Houdyshe       (308) 635-3606       houdyshe@wncce.edu
WHMM-TV Howard University       2222 4th St. NW       Washington DC 20059       Dr. Judy Moorelatta       (202) 806-3200       jllatta@howard.edu
Winnebago Tribal Council       Jobs Program       Winnebago, NE 68071       Doreen Wiera       (402) 878-2447       hr@winnebagotribecom
YWCA       1701 S 17th St, Suite 1A       Lincoln, NE 68502       Angela Washington       (402) 434-3494       Angela@ywalincoln.org
Center for Asian American Media       145 Ninth Street, Suite 350       San Francisco, CA 94103       Stephen Gong       (415) 883-0814       sgong@caammedia.org
International Women & Media Found       1625 K Street, NW, Suite 1275       Washington, DC 20006       Elisa Leas Munoz       (202) 496-1992       info@ismf.org
Latino Public Radio Consortium       PO Box 8862       Denver, CO 80201       Ilena Rivera Santa       (303) 877-4251       ileana@latinopublicmedia.org
Natl Black Prog CommBlack Public Media       68 E 131st St, 7th Floor       New York, NY 10037       Jacqueline Jones       (212) 234-8200       jacquie@nhpcv.com
National Lesbian & Gay Journalists Ass’n       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 X315       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 Operation635 Massachusetts Ave., Nw       Washington, DC 20001       Keith Woods       (202) 513-2000       kwoods@npr.org
New Media America       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       ferrer@piccom.org
Latino Public Broadcasting       2550 N Hollywood Way #420       Burbank, CA 91505       Patricia Boero       (818) 847-9656

Organization Requesting Notification

Goodwill Industries       2100 Judon       Lincoln, NE 68521       Beth Olson       (402) 438-2022       hr@lincoln goodwill.org
Colorado Medial School       404 S Upham St       Lakewood, CO 80226       Debbie Byrd       (303) 479-4908       dbyrds@bonair.com