

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, 2020 through January 31, 2021.

FULL TIME VACANCIES:

Job Title	Total Interviewed for the Position	Recruitment Sources / Total Number Referred by Recruitment Source	Recruitment Source of Successful Applicant
Transmission System Site Manager	1	Broadcast Career Link Broadcasting & Cable EEO Diversity Mailing (Exhibit A) Facebook Internal Posting/Employee Keith County News LinkedIn Nebraska Broadcasters Association NET Website Radio World Society of Broadcast Engineers State Website (1) TV Technology Twitter	State Website
Broadcast IT Engineer	3	EEO Diversity Mailing (Exhibit A) Facebook Indeed.com (2) Internal Posting/Employee (1) LinkedIn NET Website State Website Twitter	Indeed.com
Assistant Chief Engineer	1	Broadcasting & Cable Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (1) Lincoln Journal Star National Educational Tele. Assoc.	Current or former employee

		Nebraska Broadcasters Association NET Website Omaha World Herald Society of Broadcast Engineers State Website TV Technology	
Transmission System Site Manager	3	Broadcast Career Link Broadcasting & Cable EEO Diversity Mailing (Exhibit A) Facebook Governmentjobs.com (1) Indeed.com (2) Internal Posting/Employee Kearney Hub Keith County News LinkedIn National Educational Tele. Assoc. Nebraska Broadcasters Association NET Website North Platte Telegraph Radio World Society of Broadcast Engineers State Website TV Technology Twitter	Governmentjobs.com
Radio Announcer/ Producer	3	EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (2) Lincoln Journal Star LinkedIn National Educational Tele. Assoc. Nebraska Broadcasters Association Omaha World Herald Public Radio Program Director Assoc. NET Website State Website (1) Twitter	State Website
Broadcast IT Engineer	1	Corporation for Public Broadcasting EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (1) Lincoln Journal Star LinkedIn NET Website State Website	Current or former employee

		Twitter	
TV Master Control Operator	3	Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Indeed.com (1) Internal Posting/Employee Lincoln Journal Star LinkedIn (1) National Educational Tele. Assoc. Nebraska Broadcasters Association NET Website State Website (1) Twitter	State Website

Total Number Interviewed by Recruitment Source

Broadcast Career Link
Broadcasting & Cable
Corporation for Public Broadcasting
Current
EEO Diversity Mailing (Exhibit A)
Facebook
Governmentjobs.com (1)
Indeed.com (5)
Internal Posting/Employee (5)
Kearney Hub
Keith County News
Lincoln Journal Star
LinkedIn (1)
National Educational Telecomm. Assoc.
Nebraska Broadcasters Association
NET Website
North Platte Telegraph
Omaha World Herald
Public Radio Program Directors Assoc.
Radio World
Society of Broadcast Engineers
State Website (3)
TV Technology
Twitter

Total: 15

RESOURCE AGENCIES:

Resource	Contact	Contact Information
Broadcast Career Link		www.broadcastcareerlink.com National Association of Broadcasters 1771 N Street NW Washington, D.C. 20036
Broadcasting & Cable		www.broadcastingcable.com NewBay Media LLC 28 East 28 th Street 12 th Floor New York, NY 10016 (212) 378-0454
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		
Governmentjobs.com		Governmentjobs.com
Indeed.com		Indeed.com
Internal Posting/Employee	Brianna Hans	1800 North 33 rd Street Lincoln, NE 68503 (402) 470-6287
Kearney Hub		13 E. 22 nd Street Kearney, NE 68847 (308) 950-6113
Keith County News		classifieds@ogallalakcnews.com P.O. Box 359 Ogallala, NE 69153-0359
Lincoln Journal Star	Amanda Long	Along@journalstar.com P.O. Box 80528 Lincoln, NE 68501 (402) 473-7125
LinkedIn		
National Educational Telecommunications Association	Jennifer Fisher	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
North Platte Telegraph		621 N. Chestnut P.O Box 370 North Platte, NE 69103 (308) 532-9268
Public Radio Program Directors Assoc.		P.O. Box 82560 Pittsburgh, PA 15218 (412) 243-4602
Radio World		www.radioworld.com Radio World c/o Future US, Inc. 555 11 th Street, NW, Suite 600 Washington, D.C. 20004
Society of Broadcast Engineers		www.sbe.org 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 (317) 846-9000
State Website	Kaywin Sohl	http://statejobs.nebraska.gov State Personnel P.O. Box 94905 Lincoln, NE 68509-4905 (402) 471-4108
TV Technology		www.tvtechnology.com NewBay Media LLC 28 East 28 th Street 12 th 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 483 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 KUCV continued to provide internship opportunities for students. These internships provided 2 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.

Senior Producer spoke at a local meeting of the University of Nebraska – Lincoln Sigma Alpha Lota Chapter, an international music fraternity, regarding how music and the arts are promoted on NET's Friday LIVE as well as the skills and training needed to acquire a Producer position in Radio/Broadcasting field. February 2020

Two Producers spoke to an Omaha Kiwanis group about the "Art of Storytelling." February 11, 2020

Editing Department Manager provided a tour of the facilities for six University of Nebraska – Kearney video production students. February 28, 2020

News Producer conducted a "What If..." screening and discussed how to make a video with a class at Do Space. March 11, 2020

Audio Engineer was scheduled to provide a tour of the facilities for Northeast Community College Audio production students but the tour was cancelled due to COVID. March 17, 2020

Media Services Administrator, Editing Department Manager, Network Operations Supervisor and Radio Network Director were scheduled to provide a tour of the facilities for Northeast Community College Broadcast production students but the tour was cancelled due to COVID. April 17, 2020

News Producer conducted a Zoom screening and discussion of "Sold for Sex" documentary for a class at the University of Nebraska – Lincoln. September 23, 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:

Attended the NABJ/NAHJ Think Public Media Virtual Career Fair on August 5-7, 2020 and the AAJA Think Public Media Virtual Career Fair on August 12-14, 2020.

Attended the University of Nebraska Lincoln Virtual Career Fair on September 22, 2020.

Attended the NABJ Regional Career Fair on November 21, 2020.

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

NET hosted two Diversity and Inclusion Trainings led by UNL Office of Diversity and Inclusion that all NET employees, NET Foundation Board Members, and NET Commission Board Members attended either in-person or virtually. February 11 and February 18, 2020

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

Chief Administrative Officer was appointed to the Council on Inclusive Excellence and Diversity at the University of Nebraska – Lincoln. She participated as a breakout room host during the CEO Action Community Conversation with the Chancellor September 29, 2020. This breakout discussion was to collectively gather people's thoughts in one document addressing diversity, equity/inequity, and systemic oppression in all forms so Chancellor Green could share the feedback with his executive leadership team and cabinet.

NET joined Public Media Village, a system-wide effort to raise the profile of public media organizations for journalists of color. Through this membership, NET has received registration at each of 2 virtual career fairs (National Association of Black Journalists/National Association of Hispanic Journalist and Asian American Journalist Association) and access to Public Media Village's database of candidates after the career fairs.

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

Eighteen 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. August 19, 2020

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 52 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 identified.

Tour Program: Building tours are conducted for groups that include the general public, college students, and first year broadcasting students.

Two NET Producers served as a judge for the Public Service Announcement Event for Nebraska FBLA State Leadership Conference. March 15, 2020

EXHIBIT A					
FCC EEO PUBLIC FILE REPORT 2021					
Baltimore American Indian Center	113 S. Broadway	Baltimore, MD 21231	John Simermeyer	(410) 675-3535	john.g.simermeyer@live.com
Central Community College Platte Campus	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 Center	110 Military Rd.	Lincoln, NE 68508	Orval Poorbear	(402) 438-5231	orvalpb@gmail.com
Global Alliance on Media and Gender	308 Main Street	Toronto, Ontario M4C 4X7		(416) 691-1999	gamag2017@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
Metropolitan Community College	P.O. Box 3777	Omaha, NE 68103-0777	Human Resources		www.mccneb.edu/careerstudio
Mid Plains Community College	1101 Halligan Dr.	North Platte, NE 69101	Amy Woods	(308) 535-3679	woods.a@mpcc.edu
National Assoc. of Hispanic Journalist	1000 National Press Bldg.	Washington DC 20045	Michelle Vignoli	(202) 662-7483	nahj@nahj.org
National Assoc. of Multi-Ethnicity in Comm	50 Broad Street Suite 1801	New York, NY 10004		(212) 594-5985	info@namic.com
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 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 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, Industrialization Ctr	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 Comm	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
Vocational Rehabilitation	5143 S. 48th St.	Lincoln, NE 68516	Jon Rathsen	(402) 471-3231	jon.rathjen@nebraska.gov
Western Iowa Tech Community College	4647 Stone Ave.	Sioux City, IA 51106	Lori Knight	(712) 274-8733 ext. 124	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	jlatta@howard.edu
Winnebago Tribal Council	Jobs Program	Winnebago, NE 68071	Doreen Miera	(402) 878-2447	hr@winnebago-tribe.com
YWCA	1701 S 17th St, Suite 1A	Lincoln, NE 68502	Angela Washington	(402) 434-3494	Angela@ywcaincoln.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 Foundation	1625 K Street, NW, Suite 1275	Washington, DC 20006	Elisa Lees Munoz	(202) 496-1992	info@iwmf.org
Latino Public Radio Consortium	PO Box 114	New City, NY 10956	Magaly Rivera	(407) 401-8850	mag@latinopublicmedia.org
Natl Black Prog Con/Black Public Media	68 E 131st St, 7th Floor	New York, NY 10037	Jacque Jones	(212) 234-8200	jacque@nbpc.tv
National Lesbian & Gay Journalists Assoc	2120 L Street, NW Suite 850	Washington, DC 20037	Adam Pawlus	(202) 588-9888	info@nlgja.org
Native Public Media	P.O. Box 3955	Flagstaff, AZ 86003	Loris Taylor	(510) 451-8200 X308	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 Operations	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@picom.org
Latino Public Broadcasting	2550 N Hollywood Way #420	Burbank, CA 91505	Patricia Boero	(818) 847-9656	info@lppb.org
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