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		www.cpb.org
Broadcasting		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
T to to dTo		(402) 473-7125
LinkedIn National Educational	Innait:	www.notoonline.e.
National Educational	Jennifer Fighan	www.netaonline.org
Telecommunications Association	Fisher	P.O. Box 50008
		Columbia, SC 29250
Naturala Durada A	I'm T'	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		P.O. Box 82560
Assoc.		Pittsburgh, PA 15218
		(412) 243-4602
Radio World		www.radioworld.com
Tudio Wolfd		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
Society of Broadcast Engineers		9102 North Meridian Street, Suite 150
		Indianapolis, IN 46260
		(317) 846-9000
State Website	Kaywin Sohl	http://statejobs.nebraska.gov
State Website	Kaywiii Soiii	State Personnel
		P.O. Box 94905
		Lincoln, NE 68509-4905
TOTAL		(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 ACTIVITES 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

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	Employment Development Indian Center	110 Military Rd.	Lincoln, NE 68508	Orval Poorbear	(402) 438-5231	
Howard University	Global Alliance on Media and Gender	308 Main Street	Toronto, Ontario M4C 4X7		(416) 691-1999	gamag2017@gmail.com
Angle	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
Recine 25 Nebrasia Union		525 Bryant St. NW, Room 107				l_g_brown@howard.edu
Marchan 147 Andeence Hall	Indian Child Welfare Law Center	1113 E. Franklin Ave. Suite 600	Minneapolis, MN 55404	Shannon Smith	(612) 879-9165	shannon@icwlc.org
Lincoln Nerican Commission	Interviewing & Referral Center	225 Nebraska Union	Lincoln, NE 68588-0451	Natalie Keashall	(402) 472-8052	careers ervices @unl.edu
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Lincoln Action Pognm				Kris Scanlon	(402) 472-8992	kscanlon2@unl.edu
McCrook Community College	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
Mid Pains Community College	McCook Community College	1205 E 3rd St.	McCook, NE 69001	Dr. Richard Tubbs	(308) 345-6303	tubbsr@mpcc.edu
National Assoc. of Hispanic Journalists 000 National Press Bidg. Washington DC 20045 Michelle Vignolis 020, 662-7483 nahj@nahj.org info@namic.com	Metropolitian Community College	P.O. Box 3777	Omaha, NE 68103-0777	Human Resources		www.mccneb.edu/careerstudio
New York, NY 10004 Cl23 594-5985 Info@mamile.com New York, NY 10004 Cl23 594-5985 Info@mamile.com NEW Workforce Development Office S40 Cedar St.	Mid Plains Community College	1101 Halligan Dr.	North Platte, NE 69101	Amy Woods	(308) 535-3679	woodsa@mpcc.edu
New Yorkforce Development Office \$404 Cedar St. Omaha, NE 68106 Peggy Kotschward (402) \$95-3007 ndoi.omahawid@nebraska.gov	National Assoc. of Hispanic Journalist	1000 National Press Bldg.	Washington DC 20045	Michelle Vignoli	(202) 662-7483	nahj@nahj.org
Nebrask Equal Opportunity Commission P.O. Box 94981, State Capitol Lincoln, NE 68509 State Octenhal (402) 471-4065 stan octenhal Perbraska gov	National Assoc. of Multi-Ethnicity in Com	50 Broad Street Suite 1801	New York, NY 10004		(212) 594-5985	info@namic.com
Nebr. Commission on Indian Affairs P.O. Box 94981, State Capitol Lincoln, NE 6809 Stato Otenthal (402) 471-3475 judigaian hishos @nebraska.gov	NE Workforce Development Office	5404 Cedar St.	Omaha, NE 68106	Peggy Kotschwar	(402) 595-3007	
Northeast Comm. College P.O. Box 469 Nortfoll Milloris University Gabel Hall Rm. 218 Dekalb, II. 60115 Cathy Kabasisk 615,753-9339 cathyk@miu.cdu Omaha Opportunities, Industrialization Ctv 2724 N. 24th St. Omaha, NE 68110 Lorraine Morther P.O. Box 368 Macy, NE 68399 Jeff Miller (402) 837-53911 jeff.miller@matharibe.com productionhub.com 801 W. Fairfield Ave Winter Park, FL Nick Hoefly 677, 629-4122 jobs@productionhub.com Santer Sioux Tribal Council 425 Frazier Ave. N Suite 2 Nichans, NE 68150 Southeast Community College 600 State Street Milford, NE 68405 Southeast Community College 800 U° St. Sinewows School of Public Comm Syracuse, NY 13244 Bridget Lichtinger 1501 St. 48th St. Lincoln, NE 68506 Valeria Lee (402) 485-2409 patenther Waiter (402) 487-2520 patenent@southeastedu belichtl@syr.edu belichtl@syr.edu carernassitatid@ucollege.edu racernassitatid@ucollege.edu western Now. Toommunity College Winder Toommunity College Western Now. Toommunity College Western Now. Toommunity College Western Now. Toommunity College Western Now. Toommunity College Winder Frazier for Asian American Media 1501 St. Suite 1A Lincoln, NE 68071 Dorene Maria Winnebago Tribal Council Jobs Program Winnebago Tribal Council Job Sprogram Winnebago Tribal Council Ab Sin St. Stile Lincollege Coll patienty of the Waiter Council C	Nebr. Commission on Indian Affairs	P.O. Box 94981, State Capitol	Lincoln, NE 68509	Judi Gaiashkibos	(402) 471-3475	
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Northern Illinois University			Norfolk, NE 68702	Terry Heggemeyer	(402) 644-0432	-
Omaha Opportunities, Industrialization Cr 2724 N. 24th St. Omaha, NE 68110 Lorraine Morrison (402) 457-4222 dramorrison@yahoo.com Omaha Tribal Council P.O. Box 368 Macy, NE 68339 Jeff Miller (402) 837-591 jeff.miller@omaharthec.com Productionhub.com S01 W. Fairfield Ave Winter Park, FL Nick Hoefty (877) 629-4122 jobs@productionhub.com Suntees Sioux Tishal Council 425 Prazier Ave, N Suite 2 Niobram, NE 68760 Pranklin Whipple (402) 857-2303 franklinwhipple@yaboo.com Southeast Community College 600 State Street Millord, NE 68405 Shelly Tobe (402) 476-4222 jobs@productionhub.com Southeast Community College 8800 °° St. Lincoln, NE 68506 Heather Williame (402) 437-2221 placement@southeestedu Syracuse University SI Newhouse School of Public Cornm Syracuse, NY 13244 Bridget Lichtinger (315) 443-3220 belientin@syr.edu Union College 800 S. 48th St. Lincoln, NE 68506 Vakrie Lee (402) 487-2841 creenssitant@college.edu Western Nebr. Community College 4617 Stone Ave. Sioux City, L. 5 1106 Juri Stone Ave		Gabel Hall Rm. 218	Dekalb, IL 60115			
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