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:**

<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>Transmission System Site Manager</td>
<td>1</td>
<td>Broadcast Career Link, Broadcasting &amp; 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</td>
<td>State Website</td>
</tr>
<tr>
<td>Broadcast IT Engineer</td>
<td>3</td>
<td>EEO Diversity Mailing (Exhibit A), Facebook, Indeed.com (2), Internal Posting/Employee (1), LinkedIn, NET Website, State Website, Twitter</td>
<td>Indeed.com</td>
</tr>
<tr>
<td>Assistant Chief Engineer</td>
<td>1</td>
<td>Broadcasting &amp; Cable Corporation for Public Broadcasting, Current, EEO Diversity Mailing (Exhibit A), Internal Posting/Employee (1), Lincoln Journal Star, National Educational Tele. Assoc.</td>
<td>Current or former employee</td>
</tr>
<tr>
<td>Role</td>
<td>Position</td>
<td>Sources</td>
<td>Notes</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>----------</td>
<td>--------------------------------------------------------------------------</td>
<td>--------------------------------------------</td>
</tr>
<tr>
<td>Transmission System Site Manager</td>
<td>3</td>
<td>Nebraska Broadcasters Association NET Website Omaha World Herald Society of Broadcast Engineers State Website TV Technology Broadcast Career Link Broadcasting &amp; 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</td>
<td>Governmentjobs.com</td>
</tr>
<tr>
<td>Radio Announcer/Producer</td>
<td>3</td>
<td>Nebraska Broadcasters Association NET Website Omaha World Herald Society of Broadcast Engineers State Website Twitter 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</td>
<td>State Website</td>
</tr>
<tr>
<td>Broadcast IT Engineer</td>
<td>1</td>
<td>Nebraska Broadcasters Association NET Website Omaha World Herald Society of Broadcast Engineers State Website Twitter Corporation for Public Broadcasting EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (1) Lincoln Journal Star LinkedIn NET Website State Website</td>
<td>Current or former employee</td>
</tr>
<tr>
<td>TV Master Control Operator</td>
<td>3</td>
<td>Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Indeed.com (1) Internal Posting/Employee LinkedIn (1) National Educational Tele. Assoc. Nebraska Broadcasters Association NET Website State Website (1) Twitter</td>
<td>State Website</td>
</tr>
</tbody>
</table>
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:**

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| Broadcast Career Link                         |                  | [www.broadcastcareerlink.com](http://www.broadcastcareerlink.com)  
National Association of Broadcasters  
1771 N Street NW  
Washington, D.C. 20036 |
| Broadcasting & Cable                          |                  | [www.broadcastingcable.com](http://www.broadcastingcable.com)  
NewBay Media LLC  
28 East 28th Street  
12th Floor  
New York, NY 10016  
(212) 378-0454 |
| Corporation for Public Broadcasting           |                  | [www.cpb.org](http://www.cpb.org)  
401 9th Street, NW  
Washington, DC 20004-2129  
(202) 879-9600 |
| Current                                       |                  | [www.current.org](http://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](http://Governmentjobs.com) |
| Indeed.com                                    |                  | [Indeed.com](http://Indeed.com) |
| Internal Posting/Employee                    | Brianna Hans     | 1800 North 33rd Street  
Lincoln, NE 68503  
(402) 470-6287 |
| Kearney Hub                                   |                  | 13 E. 22nd Street  
Kearney, NE 68847  
(308) 950-6113 |
| Keith County News                             |                  | [classifieds@ogallalakcnews.com](mailto:classifieds@ogallalakcnews.com)  
P.O. Box 359  
Ogallala, NE 69153-0359 |
| Lincoln Journal Star                          | Amanda Long       | [Along@journalstar.com](mailto:Along@journalstar.com)  
P.O. Box 80528  
Lincoln, NE 68501  
(402) 473-7125 |
| LinkedIn                                      |                  |                                                          |
| National Educational Telecommunications        | Jennifer Fisher   | [www.netaonline.org](http://www.netaonline.org)  
P.O. Box 50008  
Columbia, SC 29250  
803-978-1579 |
| Nebraska Broadcasters Association             | Jim Timm          | [www.ne-ba.org](http://www.ne-ba.org)  
11414 W. Center Road, Suite 342 |
<table>
<thead>
<tr>
<th>Source</th>
<th>Contact Person</th>
<th>Address/Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>NET Website</td>
<td>Brianna Hans</td>
<td><a href="http://www.netnebraska.org/careers">www.netnebraska.org/careers</a> 1800 North 33rd Street Lincoln, NE 68503 (402) 470-6287</td>
</tr>
<tr>
<td>Omaha World Herald</td>
<td>Debbie Quaas</td>
<td>1314 Douglas Street, Suite 600 Omaha, NE 68102 (402) 444-1294</td>
</tr>
<tr>
<td>North Platte Telegraph</td>
<td></td>
<td>621 N. Chestnut P.O. Box 370 North Platte, NE 69103 (308) 532-9268</td>
</tr>
<tr>
<td>Public Radio Program Directors Assoc.</td>
<td></td>
<td>P.O. Box 82560 Pittsburgh, PA 15218 (412) 243-4602</td>
</tr>
<tr>
<td>Society of Broadcast Engineers</td>
<td></td>
<td><a href="http://www.sbe.org">www.sbe.org</a> 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 (317) 846-9000</td>
</tr>
<tr>
<td>State Website</td>
<td>Kaywin Sohl</td>
<td><a href="http://statejobs.nebraska.gov">http://statejobs.nebraska.gov</a> State Personnel P.O. Box 94905 Lincoln, NE 68509-4905 (402) 471-4108</td>
</tr>
<tr>
<td>TV Technology</td>
<td></td>
<td><a href="http://www.tvtechnology.com">www.tvtechnology.com</a> NewBay Media LLC 28 East 28th Street 12th Floor New York, NY 10016 (212) 378-0400, ext. 523</td>
</tr>
<tr>
<td>Twitter</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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