FCC EEO Public File Report – KUON (TV)

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, 2018 through January 31, 2019.

Full-time vacancies filled between February 1, 2018 and January 31, 2019:

1. Multimedia Journalist (Temporary)
2. Producer II
3. Senior Digital Media Producer
4. Executive Assistant
5. Television Producer
6. Video Production Specialist
7. Business Systems Analyst
8. Producer (Two Positions)
9. Radio Reporter/Multimedia Journalist
10. Business Development Representative

Total number of persons interviewed for full-time vacancies: 25

Total number of interviewees listed by referral source:

<table>
<thead>
<tr>
<th>Referral Source</th>
<th>Number</th>
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<td>Job Aggregator Website</td>
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</tbody>
</table>

Position/Job Vacancy #1: Multimedia Journalist (Temporary)

Recruitment source of successful applicant:

Lincoln Journal & Star
P.O. Box 80528
Lincoln, NE 68501
Amanda Long
Along@journalstar.com
(402) 473-7125
Recruitment sources that referred interviewees:

<table>
<thead>
<tr>
<th>Recruitment Source</th>
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<tr>
<td>P.O. Box 80528</td>
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<td>Lincoln, NE 68501</td>
<td></td>
</tr>
<tr>
<td>Amanda Long</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:Along@journalstar.com">Along@journalstar.com</a></td>
<td></td>
</tr>
<tr>
<td>(402) 473-7125</td>
<td></td>
</tr>
</tbody>
</table>

Recruitment sources that did not refer interviewees:

EEO Diversity Mailing (Exhibit A)

Internal Posting/Employee
1800 North 33
Lincoln, NE 68503
Cathy Lund
(402) 470-6214

National Educational Telecommunications Association
www.netaonline.org
P.O. Box 50008
Columbia, SC 29250
Maryanne Schuessler
803-978-1579

Nebraska Broadcasters Association
www.ne-ba.org
11414 W. Center Road, Suite 342
Omaha, NE 68144
Jim Timm
(402) 933-5995

NET Website
www.netnebraska.org/careers
1800 North 33
Lincoln, NE 68503
Cathy Lund
(402) 470-6214

Omaha World Herald
1314 Douglas Street, Suite 600
Position/Job Vacancy #2: Producer II

Recruitment source of successful applicant:

UNL Job Line/Website
https://employment.unl.edu
32 Canfield Administration Building
Lincoln, NE 68588-0442
Susan Wendling
(402) 472-8041

Recruitment sources that referred interviewees:

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<td>Susan Wendling</td>
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<tr>
<td>(402) 472-8041</td>
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Recruitment sources that did not refer interviewees:

Position/Job Vacancy #3: Senior Digital Media Producer

Recruitment source of successful applicant:

UNL Job Line/Website
https://employment.unl.edu
32 Canfield Administration Building
Lincoln, NE 68588-0442
Recruitment sources that referred interviewees:

<table>
<thead>
<tr>
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<tr>
<td>(402) 472-8041</td>
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</table>

Recruitment sources that did not refer interviewees:

EEO Diversity Mailing (Exhibit A)

Internal Posting/Employee
1800 North 33
Lincoln, NE 68503
Cathy Lund
(402) 470-6214

Lincoln Journal & Star
P.O. Box 80528
Lincoln, NE 68501
Amanda Long
Along@journalstar.com
(402) 473-7125

National Educational Telecommunications Association
www.netaonline.org
P.O. Box 50008
Columbia, SC 29250
Maryanne Schuessler
803-978-1579

Nebraska Broadcasters Association
www.ne-ba.org
11414 W. Center Road, Suite 342
Omaha, NE 68144
Jim Timm
(402) 933-5995
Position/Job Vacancy #4: Executive Assistant

Recruitment source of successful applicant:
UNL Job Line/Website
https://employment.unl.edu
32 Canfield Administration Building
Lincoln, NE 68588-0442
Susan Wendling
(402) 472-8041

Recruitment sources that referred interviewees:

<table>
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<td>(402) 472-8041</td>
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Recruitment sources that did not refer interviewees:
EEO Diversity Mailing (Exhibit A)

Internal Posting/Employee
1800 North 33
Lincoln, NE 68503
Cathy Lund
(402) 470-6214
Position/Job Vacancy #5: Television Producer

Recruitment source of successful applicant:

Internal Posting/Employee
1800 North 33
Lincoln, NE 68503
Cathy Lund
(402) 470-6214

Recruitment sources that referred interviewees:

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<td>Cathy Lund</td>
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<tr>
<td>(402) 470-6214</td>
<td></td>
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</table>

Recruitment sources that did not refer interviewees:

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)

Lincoln Journal & Star  
P.O. Box 80528  
Lincoln, NE 68501  
Amanda Long  
Along@journalstar.com  
(402) 473-7125

National Educational Telecommunications Association  
www.netaonline.org  
P.O. Box 50008  
Columbia, SC 29250  
Maryanne Schuessler  
803-978-1579

Nebraska Broadcasters Association  
www.ne-ba.org  
11414 W. Center Road, Suite 342  
Omaha, NE 68144  
Jim Timm  
(402) 933-5995

NET Website  
www.netnebraska.org/careers  
1800 North 33  
Lincoln, NE 68503  
Cathy Lund  
(402) 470-6214

Omaha World Herald  
1314 Douglas Street, Suite 600  
Omaha, NE 68102  
Debbie Quaas
(402) 444-1294

**Position/Job Vacancy #6: Video Production Specialist**

**Recruitment source of successful applicant:**

Indeed.com

**Recruitment sources that referred interviewees:**

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<td>Nebraska Broadcasters Association</td>
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<td><a href="http://www.ne-ba.org">www.ne-ba.org</a></td>
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<tr>
<td>11414 W. Center Road, Suite 342</td>
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<td>Jim Timm</td>
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<td>Indeed.com</td>
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**Recruitment sources that did not refer interviewees:**

EEO Diversity Mailing (Exhibit A)

Lincoln Journal & Star
P.O. Box 80528
Lincoln, NE 68501
Amanda Long
Along@journalstar.com
(402) 473-7125

NET Website
www.netnebraska.org/careers
1800 North 33
Lincoln, NE 68503
Cathy Lund
(402) 470-6214
Position/Job Vacancy #7: Business Systems Analyst

Recruitment source of successful applicant:

UNL Job Line/Website
https://employment.unl.edu
32 Canfield Administration Building
Lincoln, NE 68588-0442
Susan Wendling
(402) 472-8041

Recruitment sources that referred interviewees:

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<tr>
<td>Susan Wendling</td>
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<tr>
<td>(402) 472-8041</td>
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Recruitment sources that did not refer interviewees:

Careerlink
www.careerlink.org
Position/Job Vacancy #8: Producer (Two Positions)

**Recruitment source of successful applicant:**

Internal Posting/Employee
1800 North 33
Lincoln, NE  68503
Cathy Lund
(402) 470-6214
Recruitment sources that referred interviewees:

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<td>Cathy Lund</td>
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<tr>
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Recruitment sources that did not refer interviewees:

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)

Lincoln Journal & Star  
P.O. Box 80528  
Lincoln, NE 68501  
Amanda Long  
Along@journalstar.com  
(402) 473-7125

LinkedIn

National Educational Telecommunications Association  
www.netaonline.org  
P.O. Box 50008  
Columbia, SC 29250  
Maryanne Schuessler  
803-978-1579
Position/Job Vacancy #9: Radio Reporter/Multimedia Journalist

Recruitment source of successful applicant:

Corporation for Public Broadcasting
www.cpb.org
401 9th Street, NW
Washington, DC 20004-2129
(202) 879-9600
Recruitment sources that referred interviewees:

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<tr>
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<tr>
<td>Referral from friend</td>
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Recruitment sources that did not refer interviewees:

Alliance for Women in Media
www.carerers.allwomeninmedia.org
2365 Harrodsburg Road, A325
Lexington, KY  40504
(202) 750-3664

Asian American Journalists Association
www.aaja.org
5 Third St. Suite 1108
San Francisco, CA  94103
(415) 346-2051

Association for Women in Communication (AWC)
www.awc.careerwebsite.com
1717 E Republic Rd. Ste A
Springfield, MO  65804
(417) 886-8606

CURRENT
www.current.org
6930 Carroll Ave
Suite 625
Takoma Park, MD  20912
(301) 270-7240

EEO Diversity Mailing (Exhibit A)

Emma Bowen Foundation
www.emmabowenfoundation.com

Internal Posting/Employee
1800 North 33  
Lincoln, NE 68503  
Cathy Lund  
(402) 470-6214

International Women’s Media Foundation  
www.iwmf.org  
1625 K Street NW, Suite 1275  
Washington, DC 20006  
(202) 496-1992

Lincoln Journal & Star  
P.O. Box 80528  
Lincoln, NE 68501  
Amanda Long  
Along@journalstar.com  
(402) 473-7125

National Association of Black Journalists  
www.nabjcareers.org  
NABJ Career Center  
Windsor, CA 95492  
eric@journalismnext.com

National Association of Hispanic Journalists  
www.nahr.org  
801 W. Adams Street, Suite 600  
Chicago, IL 60607

National Educational Telecommunications Association  
www.netaonline.org  
P.O. Box 50008  
Columbia, SC 29250  
Maryanne Schuessler  
803-978-1579

National Lesbian and Gay Journalists Association  
www.nlgia.org  
2120 L St. NW Suite 850  
Washington, DC 20037  
info@nlgia.org  
(202) 588-9888

Nebraska Broadcasters Association  
www.ne-ba.org  
11414 W. Center Road, Suite 342
Omaha, NE  68144
Jim Timm
(402) 933-5995

NET Website
www.netnebraska.org/careers
1800 North 33
Lincoln, NE  68503
Cathy Lund
(402) 470-6214

Omaha World Herald
1314 Douglas Street, Suite 600
Omaha, NE 68102
Debbie Quaas
(402) 444-1294

Public Broadcasting Service
www.mypbs.org
2100 Crystal Drive
Arlington, VA 22202

Public Radio News Directors Incorporated
www.prndi.org
P.O. Box 838
Sturgis, SD  57785
(605) 490-3033

Public Radio Program Directors Association
www.prpd.org
150 Hilliard Ave
Asheville, NC  28801
(828) 424-7510

Radio Television Digital News Association
www.rtdna.org

TV Jobs.com
Broadcast Employment Services
P.O. Box 4116
Oceanside, CA  92052
(800) 374-0119

UNL Job Line/Website
https://employment.unl.edu
32 Canfield Administration Building
Position/Job Vacancy #10: Business Development Representative

Recruitment source of successful applicant:

UNL Job Line/Website
https://employment.unl.edu
32 Canfield Administration Building
Lincoln, NE 68588-0442
Susan Wendling
(402) 472-8041

Recruitment sources that referred interviewees:

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<th>Recruitment Source</th>
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<tr>
<td>Lincoln, NE 68588-0442</td>
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<td>Susan Wendling</td>
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<tr>
<td>(402) 472-8041</td>
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Recruitment sources that did not refer interviewees:

Careerlink
www.careerlink.org
AIM Corporate
Suite 300
Omaha, NE 68102
Michael Zeigle
(402-345-5025 x 134

EEO Diversity Mailing (Exhibit A)

Internal Posting/Employee
1800 North 33
Lincoln, NE 68503
Cathy Lund
(402) 470-6214

Lincoln Journal & Star
Advertised requests to community groups to become members of our job opening distribution list. During the reporting period 476 recorded announcements were aired on KUCV (FM) and KUON (TV) requesting acknowledgements of interest from the community for KUON’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 KUON continued to provide internship opportunities for students. These internships provided 23 students the opportunity to work in News/Public Affairs, Sports, Development, Research, Digital Media, Marketing, Communications, Information Services, Customer Service, and Production Services.

**Participated in at least four (4) programs sponsored by educational institutions relating to career opportunities in broadcasting.**

Production Services Manager hosted and gave a tour to a group of 12 sophomore students. February 7, 2018.

News Director met with 25 students from Blue Valley SW High School (Kansas City) and gave them a tour of the facility. This high school group has one of the top high school broadcasting programs in the country. April 2, 2018

News Director met with six University of Nebraska-Lincoln freshmen students from the UNL College of Journalism and Mass Communications and their advisor. Given a tour followed by informal discussion regarding NET and journalism. September 26, 2018

Communications Department provided a tour to 17 high school students and their advisor from the Southeast Community College Career Academy who were interested in networking. October 8, 2018.

Production Services Manager and Videography/Editing Production Supervisor met with 16 University of Nebraska-Lincoln students from the UNL College of Journalism and Mass Communications and their instructor. Given a tour followed by informal discussion regarding NET and journalism. October 9, 2018

News Director met with 40 students from North Platte and Gretna High Schools who were also given a tour of the facility. October 15, 2018

A group of 15 students from a Union College Mass Media and Communications class visited NET were given a tour and discussion of television and radio production. October 23, 2018.

Videographer, Media Services Manager, Audio Supervisor and Emerging Media Supervisor gave a presentation and tour to eight Malcolm High School Students regarding media production. October 23, 2018

Media Services Manager and Production Services Manager hosted and gave a tour to a group of 21 York High School students who were interested in media production. November 5, 2018.

A group of 20 students from Norris High School visited NET to learn about careers in public broadcasting. They were given a tour and information regarding the organization including some of our productions, radio broadcasting, and communications. November 14, 2018.

News Director attended UNL College of Journalism and Mass Communication Star City News final television newscast involving 20 students. Watched newscast on campus and offered critiques for students afterwards. December 4, 2018
Participated in scholarship program designed to assist students interested in pursuing a career in broadcasting.

KUON 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, providing application forms upon request, answering questions, and being involved in the selection process.

Hosting at least one job fair.

Co-hosted the Lincoln Area Broadcasters Job Fair on August 14, 2018 at the Embassy Suites Hotel in Lincoln Nebraska. The job fair coincided with the Nebraska Broadcasters Association annual convention. Human Resources Specialist participated in the planning meetings, the promotion, the staffing of the booth, and follow up meeting. The event was promoted on the NET Website and 74 promotional spots were run on television and radio prior to the event. We met with 13 applicants regarding career opportunities during the job fair.

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 must be certified to serve on a search committee by attending an EEO training program every three years.

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


Human Resource Director, Human Resource Specialist, Human Resource Assistant, and Chief Technology Officer attended an Employment Law Seminar sponsored by the Nebraska Broadcasters Association on Tuesday, August 14, 2018.

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

Eight 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. May 15, 2018.
Purchased licenses for LinkedIn Learning which is an on-demand learning solution designed to help employees gain new skills and advance their careers.

As University of Nebraska-Lincoln employees our staff has access to a wide range of professional development opportunities. These opportunities include supervisory training as well as job specific and other professional development training programs. University employees may also participate in the Employee Scholarship Program which enables them to take up to 15 credit hours of University courses in any 12-month period at no cost.

**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. Two diverse organizations were added during this year. These were the National Lesbian and Gay Journalists Association and International Women’s Media Foundation.

Audio Supervisor serves on Advisory Committee for Northeast Community College and advises college on how they can prepare students for working in the industry.

Tour Program: Building tours were conducted for groups that include the general public, grade school, middle school, high school, home schooled students, college students, first year broadcasting students, cub scouts, and foreign visitors.

Two NET Producers served as a judge for the Public Service Announcement Event for Nebraska FBLA State Leadership Conference. March 13, 2018.

Director of Media Operations participated in a program sponsored by the Lincoln Children’s Museum and University of Nebraska “Introduce a Girl to Engineering Day” May, 2018.
<table>
<thead>
<tr>
<th>Organization Requesting Notification</th>
<th>Address</th>
<th>Contact Person</th>
<th>Phone Number</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goodwill Industries</td>
<td>2100 Judson</td>
<td>Lincoln, NE 68521</td>
<td>Beth Olson</td>
<td>(402) 438-2022 <a href="mailto:hr@lincolngoodwill.org">hr@lincolngoodwill.org</a></td>
</tr>
<tr>
<td>Colorado Media School</td>
<td>404 S Upham St</td>
<td>Lakewood, CO 80226</td>
<td>Debbie Byrd</td>
<td>(303) 479-4908 <a href="mailto:dbyrd@beonair.com">dbyrd@beonair.com</a></td>
</tr>
<tr>
<td>Center for Asian American Media</td>
<td>145 Ninth Street, Suite 350</td>
<td>San Francisco, CA 94103</td>
<td>Stephen Gong</td>
<td>(415) 883-0814 <a href="mailto:srong@caamedia.org">srong@caamedia.org</a></td>
</tr>
<tr>
<td>International Women &amp; Media Foundation</td>
<td>1625 K Street, NW, Suite 1275</td>
<td>Washington, DC 20006</td>
<td>Elisa Lees Munoz</td>
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