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, 2021 through January 31, 2022.

**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 Operations Manager</td>
<td>1</td>
<td>EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (1)</td>
<td>Current Employee</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Kearney HUB Lincoln Journal Star Nebraska Broadcasters Association NPM Website Omaha World Herald State Website</td>
<td></td>
</tr>
<tr>
<td>Transmission System Site Manager – Lincoln/Omaha</td>
<td>2</td>
<td>Careerbuilder Careerlink Corporations for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Grand Island Independent Internal Posting/Employee Lincoln Journal Star LinkedIn NPM Website Omaha World Herald Society of Broadcast Engineers State Website (2) TV Technology Twitter</td>
<td>State Website</td>
</tr>
<tr>
<td>Transmission System Site Manager</td>
<td>4</td>
<td>Careerbuilder Careerlink Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Grand Island Independent</td>
<td>State Website</td>
</tr>
<tr>
<td>Position</td>
<td>Quantity</td>
<td>Sources</td>
<td>Job Status</td>
</tr>
<tr>
<td>---------------------------</td>
<td>----------</td>
<td>--------------------------------------------------------------------------------------------</td>
<td>--------------------------</td>
</tr>
<tr>
<td>Accountant III</td>
<td>1</td>
<td>Careerlink Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Internal Posting/Employee LinkedIn Nebraska Broadcasters Association NPM Website Omaha World Herald State Website (1) Twitter</td>
<td>State Website</td>
</tr>
<tr>
<td>Radio Announcer/Producer</td>
<td>3</td>
<td>Careerlink Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Indeed.com (1) Internal Posting/Employee (1) LinkedIn (1) Nebraska Broadcasters Association NPM Website Omaha World Herald State Website Twitter</td>
<td>Current Employee</td>
</tr>
<tr>
<td>Human Resource Specialist</td>
<td>6</td>
<td>Careerlink Corporation for Public Broadcasting EEO Diversity Mailing (Exhibit A) Internal Posting/Employee Lincoln Human Res. Man. Assoc. LinkedIn (1) Nebraska Broadcasters Association NPM Website Omaha World Herald</td>
<td>State Website</td>
</tr>
<tr>
<td>Director of Engineering</td>
<td>3</td>
<td>Careerbuilder Corporation for Public Broadcasting Current EEO Diversity Mailing (Exhibit A) Internal Posting/Employee (1) Lincoln Journal Star LinkedIn (1) National Educational Tele. Assoc. Nebraska Broadcasters Association NPM Website Omaha World Herald State Website (1) TV Technology Twitter</td>
<td>LinkedIn</td>
</tr>
</tbody>
</table>
Total Number Interviewed by Recruitment Source
Careerbuilder
Careerlink
Corporations for Public Broadcasting
Current
EEO Diversity Mailing (Exhibit A)
Grand Island Independent
Indeed.com (1)
Internal Posting/Employee (3)
Kearney HUB
Lincoln Human Resource Management Association
Lincoln Journal Star
LinkedIn (3)
National Educational Tele. Assoc.
Nebraska Broadcasters Association
NPM Website
Omaha World Herald
Society of Broadcast Engineers
State Website (13)
TV Technology
Twitter

Total: 20
### RESOURCE AGENCIES:

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| Careerbuilder                         |                          | [www.careerbuilder.com](http://www.careerbuilder.com)  
200 N. LaSalle St. Suite 1100  
Chicago, IL 60601                  |
| Careerlink                            |                          | www.careerlink.com                                |
| 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)     |                          |                                                  |
| Grand Island Independent              |                          | theindependent.com                                |
| Indeed.com                            |                          | Indeed.com                                        |
| Internal Posting/Employee             | Brianna Hans             | 1800 North 33rd Street  
Lincoln, NE 68503  
(402) 470-6287                    |
| Kearney HUB                           |                          | kearneyhub.com                                    |
| Lincoln Human Resource Management Association |          | lincolnhr.org                                     |
| 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](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  
Omaha, NE 68144  
(402) 933-5995                 |
| NPM Website                           | Brianna Hans             | [Careers and Internships](http://www.npm.org)  
Nebraska Public Media  
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                 |
| 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 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, 453 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 20 students the opportunity to work in News/Public Affairs, Sports, Education, Development, Research, Emerging Media, Marketing, Information Services, and Production Services.

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

Producer conducted a virtual presentation to Lincoln Rotary 14 about show “What If…” February 26, 2021

News Producer, Multimedia Journalist and HR Specialist participated in a networking session with AAJA (Asian American Journalist Association) members. They answered members’ questions regarding early careers, audio production and reporting, March 18, 2021

An Executive Producer and Sr. Producer were guest lecturers for an Advanced Production class at Metropolitan Community College. They did a Q & A with the students and shared tips on the art of the interview, copyright best practices and documentary production techniques, March 23, 2021

Sr. Producer conducted a virtual screening of “Sold for Sex” and discussion at UNL Social Justice, Human Rights and Media class, March 3, 2021 and November 15, 2021

News Producer spoke to 25 members of Capital City Kiwanis regarding Legislative Reporting and Redistricting in Nebraska. September 7, 2021

Sr. Producer conducted a virtual presentation about show “What If…” and Innovator Insights at Entrepreneurship Best Practices Summit, November 9, 2021

A Producer I and Producer II served as a judge for the Public Service Announcement Event for Nebraska FBLA State Leadership Conference. March 8, 2021

Production Supervisor participated in a Professional in Residence program with the University of Nebraska – Lincoln’s Journalism College that involved teaching a class on a weekly basis beginning September 2021

Participated in scholarship program designed to assist students interested in pursuing a career in broadcasting.

HR Specialist 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 March 2021

**Attend Job Fairs:**

HR Specialist attended Current’s Public Media Career Fair March 31, 2021

HR Specialist attended the Nebraska Broadcaster Association Virtual Career Fairs April 19-23, July 12-16 and October 11-15.

HR Specialist attended the National Association of Black Journalists Virtual Career Fair August 18-21.

**Provide training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination:**

All employees completed an online harassment and bias 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.

NPM is a member of the Public Media Village, a system-wide effort to raise the profile of public media organizations for journalists of color. Through this membership, NPM 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.

Production Supervisor and News Director attended a workshop called “Building a Measurable Diversity, Equity and Inclusion Strategy that gets Results” at the Nebraska Broadcasters Association convention August 8, 2021

General Manager/CEO and Chief Content Officer both graduated from the Public Media Diversity Leaders Initiative, a program of the Riley Institute at Furman University. This program provides tools and perspectives leaders can apply when trying to navigate how to best foster diversity and equity in their workplaces and boards while making content inclusive for a wide array of audiences. Fall 2021

**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. August 11, 2021

Human Resources Staff attended the Public Media Business Association Annual Conference June 1-4, 2021

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 used.