

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, 2023 through January 31, 2024.

FULL TIME VACANCIES:

Job Title	Total Interviewed for the Position	Recruitment Sources / Total Number Referred by Recruitment Source	Recruitment Source of Successful Applicant
Radio Producer	5	Corporation for Public Broadcasting EEO Diversity Mailing List (Exhibit A) Greater Public Internal Posting/Employee (1) LinkedIn (1) Nebraska Broadcasters Assoc. NPM Website State of Nebraska Website (3) Twitter UNL Journalism & Mass Comm. Job Board	State of Nebraska Website
Transmission Site Manager	1	Bridge-Port News Blade Corporation for Public Broadcasting EEO Diversity Mailing List (Exhibit A) Greater Public Grand Island Independent Hastings Tribune Indeed LinkedIn Nebraska Broadcasters Assoc. Nebraska Society of Professional Engin. NPM Website Omaha World Herald Society of Broadcast Engineers State of Nebraska Website (1)	State of Nebraska Website

Television Master Control Operator	1	Corporation for Public Broadcasting EEO Diversity Mailing List (Exhibit A) Greater Public Internal Posting/Employee Lincoln Journal Star LinkedIn National Educational Tele. Assoc. Nebraska Broadcasters Assoc. NPM Website Society of Broadcast Engineers State of Nebraska Website (1) Twitter	State of Nebraska Website
Media Services Coordinator	3	EEO Diversity Mailing List (Exhibit A) Indeed LinkedIn Nebraska Broadcasters Assoc. NPM Website State of Nebraska Website (3)	State of Nebraska Website
HR Specialist	4	Internal Posting/Employee Indeed (2) Lincoln HR Management Assoc. NPM Website State of Nebraska Website (2) Twitter	Indeed
Transmission Site Manager	2	EEO Diversity Mailing List (Exhibit A) Indeed (2) LinkedIn NE Broadcasters Assoc. NPM Website Scottsbluff Star Herald Society of Broadcast Engineers State of Nebraska Website Twitter	Indeed
Video Broadcast Engineer	2	EEO Diversity Mailing List (Exhibit A) Indeed Internal Posting/Employee Greater Public Lincoln Journal Star LinkedIn Nebraska Broadcasters Assoc.	State of Nebraska Website

		NPM Website Omaha World Herald Society of Broadcast Engineers State of Nebraska Website (2) TV Technology	
Director of Engineering	1	Broadcast Career Link Corporation for Public Broadcasting EEO Diversity Mailing List (Exhibit A) Internal Posting/Employee LinkedIn (1) NPM Website Nebraska Broadcasters Assoc. Public Media Jobs.org State of Nebraska Website TV Technology	LinkedIn
Transmission Site Manager	1	EEO Diversity Mailing List (Exhibit A) Internal Posting/Employee (1) NPM Website Nebraska Broadcasters Assoc. State of Nebraska Website	Internal Posting/Employee
BIT Engineer	1	Corporation for Public Broadcasting EEO Diversity Mailing List (Exhibit A) Internal Posting/Employee (1) NPM Website State of Nebraska Website	Internal Posting/Employee

Total Number Interviewed by Recruitment Source

Bridge-Port News Blade
Broadcast Career Link
Corporation for Public Broadcasting
EEO Diversity Mailing List (Exhibit A)
Greater Public
Grand Island Independent
Hastings Tribune
Indeed **(4)**
Internal Posting/Employee **(3)**
Lincoln Journal Star
Lincoln HR Management Assoc.
LinkedIn **(2)**
National Educational Tele. Assoc.
Nebraska Society of Professional Engin.
Nebraska Broadcasters Assoc.
NPM Website
Omaha World Herald
Public Media Jobs.org
Scottsbluff Star Herald
Society of Broadcast Engineers
State of Nebraska Website **(12)**
TV Technology
Twitter
UNL Journalism & Mass Comm. Job Board

Total: 21

RESOURCE AGENCIES:

Resource	Contact	Contact Information
Bridge-Port News Blade		PO Box 400 Bridgeport, NE 69339-0400 (308) 262-0675
Broadcast Career Link		https://www.broadcastcareerlink.com/
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)		
Greater Public		www.greaterpublic.org
Grand Island Independent		422 West 1 st Street Grand Island, NE 68801 (308) 382-1000
Hastings Tribune		908 W. Second Street Hastings, NE 68901 (402) 462-2131
Handshake.com		https://joinhandshake.com/
Indeed.com		https://www.indeed.com/
Internal Posting/Employee	Brianna Hans	1800 North 33 rd Street Lincoln, NE 68503 (402) 470-6287
Journalismjobs.com		https://www.journalismjobs.com/
Lincoln Journal Star	Amanda Long	Along@journalstar.com P.O. Box 80528 Lincoln, NE 68501 (402) 473-7125
Lincoln HR Management Assoc.		PO Box 81066 Lincoln, NE 68501-1066
LinkedIn		https://www.linkedin.com/
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

Nebraska Society of Professional Engineers		http://nspenebraska.org/
NPM Website	Brianna Hans	http://nebraskapublicmedia.org 1800 North 33 rd Street Lincoln, NE 68503 (402) 470-6287
Omaha World Herald		1314 Douglas Street, Suite 600 Omaha, NE 68102 (402) 444-1000
Public Media Jobs.org		http://publicmediajobs.org/
Scottsbluff Star Herald		PO Box 1709 Scottsbluff, NE 69363-1709 (308) 632-9010
Society of Broadcast Engineers		www.sbe.org 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 (317) 846-9000
State of Nebraska 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		https://twitter.com/
UNL Journalism & Mass Comm. Job Board	Natalie Becerra	University of Nebraska-Lincoln College of Journalism & Mass Communication Andersen Hall 115 natalie@unl.edu (402) 472-8992

Advertised requests to community groups to become members of our job opening distribution list. During the reporting period 398 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 33 students the opportunity to work in News/Public Affairs, Sports, Education, Development, Research, Emerging Media, Communications, Social Media, Accounting, Radio, and Production Services.

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

Report for America Reporter/Producer participated in a service project through Report for America that focuses on educating youth on media literacy. They speak every Wednesday to a class at Lincoln NorthStar. 2023

News Director spoke to an entry level reporting class in September 2023.

News Director spoke to an advance reporting class in October 2023 at the UNL Journalism School.

Multimedia Reporter/Producer spoke to an entry level reporting class at Nebraska Wesleyan University in October 2023.

News Director hosted a job shadow for a recent graduate of the University of Nebraska-Omaha who wanted insight on journalism from the inside. The graduate sat with the Morning Edition Host and a Senior Reporter. November 2023

Video Production Specialist hosted a field trip to Nebraska Public Media studio and truck, the group consisted of fifty to sixty people from the Jewish Community Center in Omaha. July 2023

Senior Advisor, Retired General Manager, Chief Content Officer, General Manager and CEO facilitated a course about the history and future of Nebraska Public Media and broadcasting through Osher Lifelong Learning Institute in conjunction with the University of Nebraska-Lincoln. March, April 2023

Chief Technology Officer completed speaker activities at 2023 NAB BEIT Conference, TV Tech Summit, and UNL Stage mini-conference.

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 2023

Attend Job Fairs:

Nebraska Public Media participated in the April 2023 Nebraska Broadcasters Association Virtual Job Fair.

Nebraska Public Media participated in the July 2023 Nebraska Broadcasters Association Virtual Job Fair.

Nebraska Public Media participated in the October 2023 Nebraska Broadcasters Association Virtual Job Fair.

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 access to Public Media Village's database of candidates.

Chief Financial Officer 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. May 2023

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

Ten 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 17th, 2023

Maintained 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.

Four Transmission Site Managers completed the Engineering 101 Academy through the Nebraska Broadcasters Association.

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 49 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.

EXHIBIT A

FCC EEO PUBLIC FILE REPORT 2024

Baltimore American Indian Center	113 S. Broadway	Baltimore, MD 21231	John Simermeyer	(410) 675-3535	john.g.simermeyer@live.com
Central Community College Plate	P.O. Box 1027	Columbus, NE 68602-1027	Lora Hastreiter	(402) 562-1210	lhastreiter@cccnneb.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	Francisco Beltran	(402) 441-7625	fbeltran@lincoln.ne.gov
E. New Mexico University	Station 34, 1500 S. Ave K	Portales, NM 88130	Lane Baldonado	(505) 562-2211	lane.baldonado@enmu.edu
Employment Development Indian C	110 Military Rd.	Lincoln, NE 68508	Orval Poorbear	(402) 438-5231	orvalpb@gmail.com
Global Alliance on Media and Gen	308 Main Street	Toronto, Ontario M4C 4X7		(416) 691-1999	gama2017@gmail.com
Howard University	C.B. Powell Bldg.	Washington DC 20059	Carol Y. Dudley	(202) 806-5806	odudley@howard.edu
	525 Bryant St. NW, Room 107				Lg_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	rallowayt@unl.edu
			Kris Scanlon	(402) 472-8992	kscanlon2@unl.edu
Latino-American Commission	P.O. Box 34965, State Capital	Lincoln, NE 68509	Lazaro-Spindola	(402) 471-2791	lazaro.spindola@nebraska.gov
Lincoln Action Program	210 "O" St.	Lincoln, NE 68508			HR@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	woodsam@mpcc.edu
National Assoc. of Hispanic Jour	1000 National Press Bldg.	Washington DC 20045	Michelle Vignoli	(202) 662-7483	nahj@nahj.org
National Assoc. of Multi-Ethnicity	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) 535-3007	ndol.omahawfd@nebraska.gov
Nebr. Commission on Indian Affairs	P.O. Box 34981, State Capitol	Lincoln, NE 68509	Judi Gaishkibos	(402) 471-3475	judi.gaishkibos@nebraska.gov
Nebraska Equal Opportunity Comr	P.O. Box 34934, 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, Industrializ	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@poncatribe-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	Syracuse, NY 13244	Bridget Lichtinger	(315) 443-3270	belichti@syrr.edu
Union College	3800 S. 48th St.	Lincoln, NE 68506	Valerie Lee	(402) 486-2540	careerasistant@ucollege.edu
Vocational Rehabilitation	3901 N 27th St #6	Lincoln, NE 68521	Lindsay Karel	(402) 971-3207	lindsay.karel@nebraska.gov
Western Iowa Tech Community Col	4647 Stone Ave.	Sioux City, IA 51106	Lori Knight	(712) 274-8733	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
Latino Public Radio Consortium	PO Box 114	New City, NY 10956	Magaly Rivera	(407) 401-8850	mag@latinopublicmedia.org
National Lesbian & Gay Journalists	2120 L Street, NW Suite 850	Washington, DC 20037	Adam Pawlus	(202) 586-9888	info@nlgia.org
Native Public Media	P.O. Box 3955	Flagstaff, AZ 86003	Loris Taylor	(510) 451-8200	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 Operati	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	solose@newamericamedia.org
Pacific Islanders in Communication	615 Piikoi Street, Suite 1504	Honolulu, HI 96814	Leanne Ferrer	(808) 591-0053	lferrer@piccom.org
Latino Public Broadcasting	2550 N Hollywood Way #420	Burbank, CA 91505	Patricia Boero	(818) 847-9656	info@lbbp.org
Goodwill Industries	2100 Judson	Lincoln, NE 68521	Beth Olson	(402) 438-2022	programs@lincolngoodwill.org
Colorado Media School	404 S Upham St	Lakewood, CO 80226	Debbie Byrd	(303) 479-4908	dbyrd@beonair.com