

## Annual EEO- VSS Catholic Communications, Inc., an (EEO) Equal Opportunity Employer

Omaha Operations KVSS, Grand Island Operations KJWM, Hartington Operations KOLB and North Platte Operations KFJS. Mitchell Operations for KETT are only from January 10-29, 2020 as we just took ownership on January 10, 2020.

Period covered: February 1, 2019 - January 31, 2020

VSS Catholic Communications, Inc. is an Equal Opportunity Employer and is committed to providing equal employment opportunity to all qualified individuals without regard to race, age, gender, color, religious belief, national origin, marital status, veteran status, disability, or any other characteristic protected by law in all personnel actions. VSS Catholic Communications, Inc. is dedicated to providing broad outreach regarding job vacancies. We seek the help of local organizations in referring qualified applicants for employment. Referral organizations that wish to receive our job vacancy information should contact Jim Carroll at jimc@kvss.com or call 855-571-0200. Please include the organization name, contact person, mailing address, e-mail address, telephone number and fax number.

### Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of Radio Station(s) KVSS, KJWM, KOLB and KFJS and is required to be placed in the public inspection files and posted on the station's website.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Annual EEO Public Report - attached

Outreach Initiative Recordkeeping Worksheets - attached

Recruitment resources utilized to fill each vacancy - attached

# Annual EEO Public Reports

**KVSS (FM), OMAHA, NEBRASKA with a satellite office in Lincoln, Nebraska and KJWM (FM) Grand Island, Nebraska, KOLB Hartington, Nebraska, KFJS North Platte, Nebraska and KETT Mitchell, Nebraska.**

## **EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT**

This is the report required by Section 73.2080(c)(6) of the Rules of the Federal Communications Commission for broadcast station employment units with five or more full-time employees. It is to be included in our public file on or before the anniversary of our renewal of license application, which is June 1 of each year. Our "employment unit" consists of KVSS (FM) Omaha, Nebraska with a satellite office in Lincoln, Nebraska, KJWM (FM) in Grand Island, Nebraska, KOLB, Hartington, Nebraska and KFJS, North Platte, Nebraska.

PERIOD COVERED: February 1, 2019 through January 31, 2020.

I. LIST OF FULL-TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD (BY JOB TITLE):

Position	Recruit Source	# Apps	#Interviews	Hire Source
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No positions filled

The position(s) above required the incumbent to be a practicing Catholic.

II. RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES:

See attached list of recruitment sources

III. DESCRIPTION OF INITIATIVES LISTED IN 47 CFR §73.2080(c)(2) TAKEN BY OUR EMPLOYMENT UNIT

See attached document: Outreach Initiative Activities

## Outreach Initiative

**VSS Catholic Communications, Inc.**

### **Outreach Initiative Activities**

**Annual Reporting Period** 2/1/19 to 1/31/20

**Station:** KVSS & KJWM & KOLB & KFJS (KETT not included)

**Date:** June 28, 2019 and December 27, 2019

**Activity:** Spirit Catholic Radio Job Fair / Open House

**Participating Employees:** Executive Director: Jim Carroll, Program Director: Bruce McGregor, Marketing Director: Kelly Miller, Development Directors Bernie Schaefer & Wayne Crome and Underwriting Director Mary Jorgensen

**Host/Organizations/Agencies Involved:** Hosted by Spirit Catholic Radio held at the Omaha Studios, and Lincoln Studios.

### **Brief description of activity and station participation:**

Provided information about radio station KVSS, KJWM, KFJS & KOLB. Open to receive resumes from college students and possible paid internships.

**Station:** KVSS & KJWM & KOLB & KFJS

**Date:** June 28, 2019

**Activity:** Management Training Regarding EEO policy and Anti-Discrimination.

**Participating Employees:** Executive Director Jim Carroll, Bruce McGregor, Bernie Schaefer, Wayne Crome, Kelly Miller, & Mary Jorgensen

**Host/Organizations/Agencies Involved:** In-house training and review of EEO policies and FCC compliance to EEO. Held in-house during the Job Fair.

### **Brief description of activity and station participation:**

Reviewed materials from the NBA meeting of March 23, 2005. Reviewed the VSS Catholic Communications policy as written in the employee handbook. Reviewed materials from off the web concerning EEO. Reviewed materials provided from Waitt Media's director of Human resources

regarding their EEO policy to assist in revisions to the official policy for VSS Catholic Communications. Reviewed how to prevent discrimination in all facets of the employment process including recruiting, interviewing, selection, and hiring. Added new material from Nebraska Broadcasters info on EEO policy from their sessions held August 13, 2019 and provided overview to all management employees..

**Station:** KVSS & KJWM & KOLB

**Date:** February 1, 2019 - January 31, 2020

**Activity:** Broadcast Educational Tours

**Participating Employees:** Jim Carroll, Executive Director; Bernie Schaefer, Vice President of Development, Bruce McGregor, and Lincoln & GI Development Directors.

**Host/Organizations/Agencies Involved:** Network wide - Omaha & Lincoln & Grand Island Studios

**Brief description of activity and station participation:**

Provide tours of our stations to various groups and organizations. The tours include viewing the studios, the Chapel of the Word Incarnate, meeting station employees, learning the various aspects of how radio works such as the sale of underwriting time, producing spots and promos, how we select what music or programming to play and provide information on internships and employment opportunities.

**Tours provided for the following organizations:**

Students from area Catholic High Schools. Cub Scout and girl scout groups from several area schools. Squires and Knights of Columbus groups. Boy Scout troops and Merit badge classes.

**Station:** KVSS & KJWM & KOLB & KFJS

**Date:** Broadcast Internship

**Activity:** February 1, 2019 - January 31, 2020

**Participating Employees:** Jim Carroll, Executive Director, Sandy Smith, Production Manager and Bruce McGregor, Program Director, Jen Brown of Spirit Mornings and Ann O'Toole, Outreach Associate.

**Host/Organizations/Agencies Involved:** Various High Schools, University of Nebraska at Omaha and Creighton University.

**Brief description of activity and station participation:**

Offered on-the-job type experience and training to various High School and College students including Creighton, UNO, UNL and Central Community College, Hastings. The interns worked side-by-side with employees in the Programming Department and General Office areas. The following people had internships with KVSS: Alison Lenz was a paid intern from June 1 to August 15, 2019. Also we had nearly 20 students from throughout Omaha, Lincoln, Columbus, Grand Island & Westpoint areas participate in the production and hosting of weekly program titled "Witness, the time for action is now". All aspects of radio production are taught with this program. Cullen Herout, John Soukup and Paula Bastian, all 1099 employees, provide training to all involved.

**Station:** KVSS & KJWM & KOLB & KFJS

**Date:** Broadcast Scholarship

**Activity:** March - April 2019

**Participating Employees:** Jim Carroll, Executive Director

**Host/Organizations/Agencies Involved:** Participated in the Nebraska Broadcasters Scholarship Program.

**Brief description of activity and station participation:** Provided on the air announcements, web site page, e-mail blast and newsletter article about scholarship availability. Took in and submitted zero applications and reviewed over 10 applications and scored them. Provided funding for the scholarship program.

RECRUITMENT RESOURCES FOR SPIRIT CATHOLIC RADIO – KVSS, KOLB, KJWM & KFJS

#1 Bellevue University  
Attn: Career Services  
1000 Gavin Road South  
Bellevue, NE 68005  
Phone: 291-8100  
Fax: 293-2043

#2 Nebraska Workforce Development  
of Omaha  
5404 Cedar Street  
Omaha, NE 68106  
Phone: 457-2598  
Fax: 457-2607

#3 Buena Vista Community College  
Attn: Career Services  
2700 College Road  
Council Bluffs, IA 51503  
Phone: 328-0788  
Fax: 322-8604

#4 Word of mouth / Employee Refer

#5 Iowa Western Community College  
Attn: Career Services  
2700 College Road  
Council Bluffs, IA 51503  
Phone: 325-3200  
Fax: 325-3424

#6 Omaha World Herald  
Want- ads Dept

#7 Metro Community College  
[www.mccneb.edu/employers](http://www.mccneb.edu/employers)

#8 Over the Air on KVSS, KOLB, KJWM & KFJS

#9 Creighton University  
Attn: Career Services  
2500 California Plaza  
Omaha, NE 68131  
Phone: 280-2722  
Fax: 280-3450

#10 KVSS Website

#11 University of Nebraska at Omaha  
Attn: Career Services  
Fax: 554-3383

#12 Aureus Group Recruiting  
Bob Giddings  
402-891-6900

#13 National Broadcasters Assoc. (NBA)  
Attn: Jim Timm  
11414 W. Center Rd., Suite 342  
Omaha, NE 68144  
P 402-933-5995 F 402-933-0059

#14 Celebrity Staffing  
Valerie at 402-938-2000

#15 Catholic Radio Update eNewsletter  
Mike.Doner@Q.com

#16 Diocesan Newspapers:  
Archdiocese of Omaha  
Diocese of Lincoln  
Diocese of Grand Island

There are currently no organizations that have requested that KVSS send job posting information when a position becomes available.

Updated December 2018