



KOLN/KGIN/KSNB TV
KNOP/KNPL/KIIT TV/KNHL
EEO PUBLIC FILE REPORT
FEBRUARY 1, 2021 – JANUARY 31, 2022

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|-------------------------------------|---|---------------------------|
| KOLN Morning News Reporter | 1-4,7-13,15,16,17,19,22,24,25,27-32,34-47,49-52,62-64 | 17 |
| KSNB Weekend Sports Anchor Reporter | 1-4, 7-13, 15,16, 17,19,22,24,25-32, 34-47, 49-52, 62-64 | 15 |
| KSNB Reporter MMJ | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49,50,62-64 | 15 |
| KNOP News Reporter | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49-52,62-64 | 15 |
| KNOP Morning Anchor Producer | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49-52,62-64 | 17 |
| KOLN Senior Technical Producer | 1-4,7-13,15-17,19,22,24,25,27-32,34-47,49,50,52,62-64,66 | 66 |
| KOLN Weekend Sports Anchor | 1,3,4,7-11,15,16, 17,19,22,25,28,32,35-41,45,46,51,52,62-64 | 15 |
| Video Production Media Producer | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49,50,52,62-64 | 17 |
| KOLN Multimedia Marketing Executive | 1-4,7,9-13,15,16, 17,19,22,24,25,27-32,34-47,49,50,62-64 | 17 |
| Central Nebraska Media Sales | 1-4,7,9-16,17,19,22,24,25,27-32,34-47,49,50,52,62-64 | 17 |
| KOLN Evening Anchor | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49-52,62-64 | 15 |
| KSNB Meteorologist Weather Reporter | 1-4,7-13,15,16,17,19,22,24,25,27-32,34-47,49,50,52,62-64 | 17 |



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| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|--------------------------------------|--|---------------------------|
| Creative Service Producer | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34— 47,49,50,52,62-64 | 17 |
| KOLN News Producer | 1-4,7-13,15,16,19,22,24,27-32,34-47,49,50,52,62-64 | 66 |
| KSNB Sports Anchor Reporter | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34,36-47,49,50,52,62-64 | 15 |
| KSNB Reporter MMJ | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49,50,52,62-64 | 15 |
| KOLN Reporter MMJ | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49,50,52,62-64 | 15 & 66 (2 hires) |
| KOLN Video Production TMP | 1-4,7,9-13,15,16, 17,19,22,24,25,27-32,34-47,49,50,62-64 | 66 |
| KSNB Weekday Evening Co-Anchor | 1-4,7-13,15,16,17,19,22,24,25,27-32,34-47,49,50,52,62-64 | 66 |
| KOLN Video Production Media Producer | 1-4,7,9-13,15,16, 17,19,22,24,25,27-32,34-47,49,50,52,62-64 | 15 |
| KSNB Weekday Evening Meteorologist | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49-52,62-64 | 66 |
| KOLN PT TMP | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49,50,52,62-64 | 40 |
| Broadcast I.T. Engineer Repost | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49,50,52,62-64 | 66 |
| KOLN News Producer | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49,50,62-64 | 66 |
| KOLN Video Production Media Producer | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49-52,62-64 | 15 |
| KOLN News Intern | 1-4,7-13,15,16, 17,19,22,24,25,27-32,34-47,49-52,62-64 | 66, 66 & 15 (3 hires) |



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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|--|---|---|
| 1 | 1011NOW.COM Beverly Hearon, Administrative Assistant hr@1011now.com | No | 0 |
| 2 | ADVERTISING FEDERATION OF LINCOLN A Banks PO Box 80093 Lincoln, NE 68501 jritzman@aaflincoln.org Change of Contact eff 07-24-18 per email received | Yes | 0 |
| 3 | BRIGHAM YOUNG UNIVERSITY Preston Bond Coordinator Provo Utah 84602 801-422-6934 Direct posting to: https://app.jonhandshake.com/login Eff. 9-18-19 | Yes | 0 |
| 4 | CENTRAL COMMUNITY COLLEGE Glenda Heathgheath@cccneb.edu P O BOX 4903 Grand Island, NE 68802-4903 (308) 398-7408 / FAX (308) 398-7398 Eff 6-26-17 Post direct to Website https://www.collegecentral.com/ccneb | Yes | 0 |
| 5 | CHADRON STATE COLLEGE Janet Hartman 1000 Main Street Chadron, NE 69337 (308) 432-6439 jhartman@csc.edu Post job on NCRC #29 per email | No | 0 |
| 6 | COLLEGE OF ST. MARY Mary Bencker, Human Resource Generalist 1901 S. 72 nd Street Omaha, NE 68124 (402) 399-2485 / (402) 399-2686 – Fax mbencker@csm.edu | Yes | 0 |



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|-----------|---|---|---|
| 7 | COLORADO UNIVERSITY OF BOULDER College of Media, Communication and Information Christine Mahoney, Career Coordinator christine.mahoney@colorado.edu Folsom Stadium 2085 Colorado Avenue Suite 110Boulder CO 80309303-492-5480 Direct posting to: https://app.jonhandshake.com/login | Yes | 0 |
| 8 | COLUMBIA UNIVERSITY Graduate School of Journalism Julie Hartenstein, Deputy Director of Career Services 2950 Broadway New York, NY 10027 (212)854-9198 jh548@columbia.edu Direct Posting to Online Site. Source requested no Sales/Marketing Positions Rev 6-2-16 https://app.joinhandshake.com/login | No | 0 |
| 9 | COLUMBIA COLLEGE – CHICAGO 600 S Michigan Ave Chicago, IL 60605 Sarah West Ervin (314) 369-7260 jhalperin@colum.edu and Direct Postings to Online Site Source requested no Sales/Marketing Positions www.myinterfase.com/columbiaworks/employer/home.aspx | No | 0 |
| 10 | CREIGHTON UNIVERSITY CAREER CENTER Jim Brett 2500 California Plaza Omaha, NE 68178 (402) 280-2722 Eff 7-14-17 Post direct to Handshake Website https://app.joinhandshake.com/login | Yes | 0 |
| 11 | DEVRY UNIVERSITY Shelley Wales 1310 E. 104 th St, 2 nd Floor Kansas City, MO 64131 (816)943-7463 Eff. 1-7-2020 Post direct to Online site: https://hiredevry.cynaptx.com/jobs | Yes | 0 |



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|-----------|--|---|---|
| 12 | DRAKE UNIVERSITY SCHOOL OF JOURNALISM 118 Meredith Hall Des Moines, IA 50311-4505 Carlyn Crowe (515) 271-3867 / FAX (515) 271-2798 carlyn.crowe@drake.edu | Yes | 0 |
| 13 | EL CENTRO DE LAS AMERICAS Blanca Ramirez 2032 U Street Lincoln, NE 68503 (402) 474-3950 ramirezblanca@msn.com | Yes | 0 |
| 14 | FACEBOOK.COM Notice of Opening Posted by Internet Director | No | 0 |
| 15 | GRAY TELEVISION STATION GROUP Chelsea Clements/Gray Television Inc 4370 Peachtree Road, NE Atlanta, GA 30319 (404) 266-8333 Chelsea.clements@gray.tv eff 12-29-17 per email received | No | 34 |
| 16 | HUTCHINSON COMMUNITY COLLEGE Betty Ann Kelly, Placement Office Secretary 1300 North Plum Hutchinson, KS 67501 (620) 665-3495 / FAX (620) 728-8139 Post direct to Web site eff. 5-12-16 https://www.collegecentral.com/hutchcc/ | Yes | 0 |
| 17 | INDEED.COM Indeed.com Website All jobs posted to Gray.tv are automatically posted to Indeed.com www.indeed.com | No | 26 |
| 18 | INDIAN CENTER / WIA PROGRAM Job Placement 1100 Military Road Lincoln, NE 68508 (402)438-5321 nagin16@hotmail.com Email received this person no longer there-trying to find replacement contact | Yes | 0 |



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|-----------|---|---|---|
| 19 | IOWA STATE UNIVERSITY Kathy Wieland, Director Business & Liberal Arts & Sciences Career Services, 1320 Gerdin Business Building Ames IA 50011-1350 (515) 294-2542 / FAX (515) 294-1776 meridith@mail.iastate.edu Direct Posting to Online Site https://CyHire.iastate.edu/employers | Yes | 0 |
| 20 | IOWA STATE UNIVERSITY Greenlee School of Journalism and Communication 16E Hamilton Hall Ames, IA 60011-1180 (712) 294-5108 Fax Becky Irish insternships@jlmc@iastate.edu | Yes | 0 |
| 21 | IOWA WORKFORCE DEVELOPMENT Randy Brookhart 300 W. Broadway, Suite 13 Council Bluffs, IA 51503 (712) 242-2142 / FAX (712) 242-2155 elizabeth.carlson@iwd.iowa.gov Change of contact 7-3-14 | Yes | 0 |
| 22 | KANSAS STATE UNIVERSITY Career & Employment Services Linda Diehl and/or Janet Howland, Jobs Coordinators Manhattan, KS 66506-1701 (785) 532-6956 / FAX (785) 532-6802 jobs@ksu.edu Direct Posting to Handshake eff June 14, 2017 https://app.joinhandshake.com/login | Yes | 0 |
| 23 | KAPLAN UNIVERSITY Alisa Parmer 1821 K Street Lincoln, NE 68508 (402) 474-5315 aparmer@kaplan.edu Change of contact 3-24-16 | Yes | 0 |
| 24 | LORAS COLLEGE Kate Berning, Coordinator of Media Operations 1450 Alta Vista St #81 Dubuque IA 52001 lctv@loras.edu | Yes | 0 |



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|-----------|---|---|---|
| 25 | MID-PLAINS COMMUNITY COLLEGE Tiffany Reckard 1101 Halligan Drive North Platte, NE 69101 800-658-4308, ext. 3618 reckardt@mpcc.edu Direct Posting to Online Site http://www.collegecentral.com | Yes | 0 |
| 26 | RESERVED | | |
| 27 | NEBRASKA BROADCASTERS ASSOCIATION Jim Timm 12020 Shamrock Plaza, Suite200 Omaha, NE 68154 (402) 778-5178 Jim@ne-ba.org | Yes | 0 |
| 28 | NEWWORKS - NE DEPARTMENT OF LABOR Debbie Christensen This is the site which encompasses all NE Department of Labor offices. (402)595-3035 Debbie.christensen@nebraska.gov kylie.kirkland@nebraska.gov Post direct to Website www.neworks.nebraska.gov | Yes | 0 |
| 29 | NORTHEAST COMMUNITY COLLEGE Amy Koehler 801 E. Benjamin Avenue, P O Box 469 Norfolk, NE 68702-0469 (402) 844-7264 (402) 844-7400 Fax amy@northeast.edu | Yes | 0 |
| 30 | NORTHWEST MISSOURI STATE UNIVERSITY Office of Career Services 800 University Drive, Admin Bldg. 130 Maryville, MO 64468 (660) 562-1250 / FAX (660) 562-1384 EFF 2-10-2020 Email Job Postings to: career@nwmissouri.edu | Yes | 0 |
| 31 | OMAHA CHINESE CULTURAL ASSOCIATION Linda (Chongning) Steele, President PO Box 540016 Omaha, NE 68124 (402) 515-4491 (Linda's Cell) omahachinese@gmail.com | Yes | 0 |
| 32 | RESERVED | No | 0 |



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|-----------|--|---|---|
| 33 | SAINT CLOUD STATE UNIVERSITY Drew Sandholm 720 4 th Avenue S – SH 14 St. Cloud, MN 56301 (320) 308-4967 spj@stcloudstate.edu | Yes | 0 |
| 34 | SOUTH ASIAN JOURNALISTS ASSOCIATION C/O Columbia University Journalism Professor Sreenath Srenivasan 2950 Broadway New York, NY 10027 (212) 854-5979 Ss221@columbia.edu | Yes | 0 |
| 35 | SOUTHEAST COMMUNITY COLLEGE Lynn Willey 1600 K Street NW, Suite 700 Lincoln, NE 68520 (402) 437-2622 placement@southeast.edu Eff 3-3-16 : Post direct to Online site www.collegecentral.com/southeast | Yes | 0 |
| 36 | TV JOBS .COM Mark Holloway PO Box 4116 Oceanside, CA 92052 (800) 374-0119 www.tvjobs.com | Yes | 0 |
| 37 | UNIVERSITY OF KANSAS Steve Rottinghaus 1435 Jayhawk Blvd. Lawrence, KS (785) 864-5318 steve_rottinghaus@ku.edu Change of Contact eff. 4-1-16 | Yes | 0 |
| 38 | UNIVERSITY OF MINNESOTA School of Journalism & Mass Communications 110 Murphy Hall, 206 Church Street Minneapolis, MN 55455 sjmcugs@umn.edu Direct Posting to Online Site https://www.myinterfase.com/goldpass/employer.home.aspx X Eff. 4-2-18 Post jobs to Handshakes.com per email rec'd | Yes | 0 |



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|-----------|--|---|---|
| 39 | UNIVERSITY OF NEBRASKA – KEARNEY Judy Spivey Department of Communications Mitchell Center Kearney, NE 68849 (308) 865-8249 (308) 865-1537 Fax Post direct to website Handshakes.com eff. 3-17 https://app.joinhandshakes.com/login | Yes | 0 |
| 40 | UNIVERSITY OF NEBRASKA – LINCOLN Tanya Greene / Chris Timm & Laurie Lee 230 Nebraska Union Lincoln, NE 68588 (402) 472-8052 UNL Career Services-Post direct to Handshakes.com eff 6-30-18 and kscanlon2@unl.edu and ralloway1@unl.edu Change of contact eff. 6-30-18 | Yes | 1 |
| 41 | UNIVERSITY OF NEBRASKA – OMAHA Jim Adams Television / Eng. #200 6001 Dodge St. Omaha, NE 68182-0234 (402) 554-2516 / FAX (402) 554-2440 jimadams@mail.unomaha.edu Eff. May 2018-Post all jobs to Handshakes.com per email rec'd 5-14-18 | Yes | 0 |
| 42 | UNIVERSITY OF NEBRASKA – TV Rick Alloway, Placement Director Broadcasting Department 147 Andersen Hall TV, NE 68588-0466 Placement Director-Rick Alloway (402) 472-6856 (402) 472-8403 Fax ralloway1@unl.edu | Yes | 0 |
| 43 | UNIVERSITY OF OHIO E. W. Scripps School of Journalism Rebecca Fox 106 Scripps Hall Athens, OH 45701 (740) 593-2591 dashiell@ohio.edu Change of Contact eff. 6-25-2020 | Yes | 0 |



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|-----------|--|---|---|
| 44 | UNIVERSITY OF OHIO School of Media Arts & Studies Paula Carpenter 202 RTV9 South College St. Athens, OH 45701 (740) 593-4861 carpenp1@ohio.edu | Yes | 0 |
| 45 | UNIVERSITY OF WISCONSIN – MADISON School of Journalism & Mass Communications Robert Schwoch 5115 Vilas Hall 821 University Avenue Madison, WI 53706 (608) 263-4858 advising@journalism.wisc.edu Post Direct to Web Site www.journalism.wisc.edu/career-services/for-employers/ | No | 0 |
| 46 | WAYNE STATE COLLEGE Heather Reinhardt / Terri Heggemeyer 1111 Main Street Kanter Student Center Room 101 Wayne, NE 68787 (402) 375-7425 Eff 5-31-18 Post direct online to: https://wsc-csm.symplicity.com/employers | Yes | 0 |
| 47 | WESTERN NEBRASKA COMMUNITY COLLEGE Carla Stein 1601 E. 27 th Street Scottsbluff, NE 69361 (308) 635-6121 goldenc1@wncc.edu | Yes | 0 |
| 48 | WORD OF MOUTH REFFEREL Includes Employee Referral, Former Employee Referral, Internal Candidate, Walk-ins, etc. | No | 0 |
| 49 | YORK COLLEGE Rusty Ridley 1125 E. 8 th Street York, NE 68467 (402) 363-5615 jibaker@york.edu | Yes | 0 |



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|-----------|--|---|---|
| 50 | YWCA John Quinn 222 South 29 th Street Omaha, NE 68131 (402) 345-6555 / FAX (402) 345-0635 johnq@wcaomaha.org | Yes | 0 |
| 51 | COLLECTIVE TALENT Michael Bille 1721 Richardson Place Tampa, FL 33606 813.254.9695 www.collectivetalent.com (On air positions only) | No | 0 |
| 52 | MEDIALINE.COM Mark Shilstone mark@medialine.com www.medialine.com (News and Production positions only) | No | 0 |
| 53 | SPORTSCASTERS TALENT AGENCY OF AMERICA - STAA Email postings to: jon@staatalent.com 949.648.7822 Sports openings only Added 1-29-19 | No | 0 |
| 54 | GRAND ISLAND DAILY INDEPENDENT (\$) Attn: Classifieds PO Box 1208 Grand Island, NE 68802 (308)382-1000 | No | 0 |
| 55 | KEARNEY HUB (\$) 13 E 22 nd St PO Box 1988 Kearney NE 68848 308-234-2121 | No | 0 |
| 56 | LINCOLN JOURNAL STAR (\$) Afton Rodriguez 402-473-7185 800-742-7315 arodriguez@journalstar.com | No | 0 |



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|-----------|---|---|---|
| 57 | NAT'L ASSOCIATION OF HISPANIC JOURNALISTS (\$) Leticia Salazar, Program Assistant 1000 National Press Building 529 14 th Street, NW Washington, DC 20045 (202) 662-7145 (202) 662-7144 – fax jobbank@nahj.org | No | 0 |
| 58 | RTNDA JOB BULLETIN (\$) Radio-Television News Directors Association National Press Bldg 529 14 th NE Suite 1240 Washington, DC 20045 800.80.RTNDA / 202.467.5208 / Fax 202.223.4007 Mike Cavender-Exec. Director mikec@redna.org www.rtna.org/jobs/post | No | 0 |
| 59 | SPOTS-N-DOTS (\$) Daily News of TV Sales S'N'D Publications 1567 Oakdale Road TV City, NY 13970 selltv@aol.com (888)884-2630 / Fax (607)729-7331 (Sales and Marketing positions only) | No | 0 |
| 60 | NORTH PLATTE TELEGRAPH (\$) Nptelegraph.com | No | 0 |
| 61 | CRAIGSLIST Admin. Assistant posts Direct to Website http://www.craigslst.com | No | 0 |
| 62 | UTAH UNIVERSITY (Eff 4-1-2020) Handshake https://app.joinhandshake.com/login 201 Presidents' Cir, Salt Lake City, UT 84112 Phone: (801) 581-7200 Post Direct to Handshake PW: nancy.petri@1011now.com PW kolnkgin1 Click on Post jobs and follow prompts | Yes | 0 |
| 63 | NEBRASKA WESLEYAN UNIVERSITY Kim Afrank kafrank@nebrwesleyan.edu 402-465-2418 https://app.joinhandshake.com/login | Yes | 0 |
| 64 | HASTINGS COLLEGE Kimberly Graviette kgraviette@hastings.edu Hastings Ne 402-461-7387 Post Direct to Site: https://app.joinhandshake.com/login | Yes | 0 |



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|---|-----------------------|--|--|
| 65 | LINKEDIN | No | 0 |
| 66 | OTHER | No | 18 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD: | | | 79 |



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RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----------|---|---|
| 1 | Events or Programs sponsored by Educational Institutions relating to career opportunities in Broadcasting | <p>4-26-2021 – KSNB News Director meet with students at Central Community College at the Hastings Campus for their Video Production Class. Students showed their projects and Mark reviewed them.</p> <p>4-22-2021 – KSNB News Director meet with students at Central Community College at the Lochland Country Club in Hastings. To discuss career planning in broadcast journalism.</p> |
| 2 | Management EEO Training | <p>5-10-2021 to 6-11-2021 Hiring Managers – Director of Operations, Director of Sales and General Sales Manager went through 5-week course on Diversity Hiring and D.E.I. Training.</p> <p>8-10-2021 Recruitment Manager Training - Building a Measurable Diversity, Equity and Inclusion Strategy that gets Results. Attended by the Station GM and the Director of News.</p> |
| 3 | Participation in Career Fairs | <p>7-21-2021 – Station Manager and KOLN News Director attended the Nebraska Broadcaster's Virtual Career Fair.</p> <p>1-17-2022 - KSNB News Director participated in the Nebraska Broadcasters Virtual Job Fair.</p> |



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|-----------------|--|---|
| <p>4</p> | <p>Activity Designed to Help Disseminate Information Concerning Broadcast Employment Opportunities</p> | <p>8-31-2021 to 12-14-2021 – News Director and Asst. News Director meet with University of Nebraska/Lincoln Broadcast Journalism class every Tuesday of the 2021 fall semester to discuss the business and career opportunities in all fields of Television and Broadcast Journalism.</p> <p>11-12-2021 – 12 UNL Broadcasting students visited and toured KOLN with the News Director to learn of employment opportunities. They did a station tour, Q&A with various staff members. One participant later was selected for our Spring 2022 internship program.</p> |
| <p>5</p> | <p>Broadcast Scholarship Program</p> | <p>1/1/2021 – 2/28/2021 KOLN, KSNB and KNOP aired a :30 Promo on soliciting applicants for the NBA 2021 Broadcast Scholarship Program.</p> <p>NBA Broadcast Scholarship was also put on KOLN website soliciting applicants.</p> |