

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with the Federal Communications Commission’s (“FCC”) Equal Employment Opportunity (“EEO”) rules as set forth in 47 CFR § 73.2080(c)(6). This Report has been prepared on behalf of KLKN-TV’s Employment Unit that is comprised of television station KLKN-TV, Lincoln, NE. KLKN-TV shall also be referred to herein as the “Station.” This Report is required to be placed in the public inspection file of the Station and posted on its web site.

The information contained in this Report covers the time period beginning February 1, 2020 to and including January 31, 2021 (the “Applicable Period”).

The FCC’s EEO Rules require that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment resource(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree 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.

Appendices 1, 2 and 3, which follow, have been designed in the aggregate to provide the required information. Please note that the numbers listed in under column three of Appendix 1, titled “Recruitment Sources Used to Fill Vacancies,” refer to the Source Numbers for those sources as defined in Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Annual EEO Public File Report

Reporting Period: February 1, 2020 to January 31, 2021

Station(s) in Station Employment Unit: KLKN-TV, Lincoln, NE

Appendix 1: Vacancy Information

	Full-time Vacancies Filled by Job Title	Recruitment Sources Used to Fill Vacancies	Recruitment Source of Hiree
1	Broadcast Engineer	1-5, 7-11, 13-15, 17-41, 43-49, 51-88, 90-92, 94, 96	94
2	Full Time Meteorologist/Anchor	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 90-94, 96	86
3	Photojournalist	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 90-94, 96	86
4	Photojournalist	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 90-94, 96	94
5	Photojournalist	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 90-94, 96	86
6	Director of Sales	1-11, 13-15, 17-41, 43-49, 51-86, 88, 90-94, 96	6
7	News Anchor/Reporter	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 90-92, 94, 96	94
8	Media Account Executive	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 90-91, 93, 94, 96	86
9	Morning News Producer	1-5, 7-11, 13-15, 17-41, 43-49, 51-88, 90-94, 96, 97	97
10	Weekend Sports Anchor/Reporter	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 90-96	94
11	Digital Content Producer	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 90-96	88
12	Weekend News Anchor/MMJ	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 91-97	97
13	News Editor	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 91-97	97
14	Chief Meteorologist	1-5, 7-11, 13-15, 17-86, 88, 90-96	86
15	News Director	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 90-96	88
16	Creative Services Producer	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 91-94, 96	86
17	Social Reporter/Video Content Producer	1-5, 7-11, 13-15, 17-41, 43-49, 51-88, 91-94, 96	88
18	Media Account Executive	1-5, 7-11, 13-15, 17-41, 43-49, 51-86, 88, 90-91, 93, 94, 96	86

Total Number of Persons Interviewed During Applicable Period: **76**

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Appendix 2: Recruitment Source Information

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
1	<i>Advertising Federation of Lincoln (Lincoln Job Bank)* PO Box 80093 Lincoln, NE 68501 (402) 440-2020 Attn: Jolene Ritzman</i>	
2	<i>African Multicultural Community Center* 1225 "F" Street Lincoln, NE 68508 (402) 477-6926 Attn: David Taw</i>	
3	<i>American G.I. Forum* Job Placement Director 2002 "N" Street Omaha, NE 68107 (402) 733-9740 Attn: Phil Lordemann</i>	
4	<i>Asian Community & Cultural Center* 144 N. 44th Street, Suite A Lincoln, NE 68510 (402) 477-3446 Attn: Natalie Wiebelhaus</i>	
5	<i>Bellevue University* Career Services Center 1000 Galvin Rd. South, LIB LC Bellevue, NE 68005 (402) 557-7423 Attn: Cheryl Steede</i>	
6	<i>Carver Talent, LLC 5319 Loon Nest Court Appollo Beach, FL 33572 (813) 625-2130</i>	1
7	<i>Central Community College* Career & Employment Services P.O. Box 1027 Columbus, NE 68602-1027 (402) 562-1210 Attn: Lora Hastreiter</i>	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
8	Central Community College* Career & Employment Services P.O. Box 4903 Grand Island, NE 68802-4903 (308) 398-7408 Attn: Glenda Heath	
9	Central Community College* Career & Employment Services P.O. Box 1024 Hastings, NE 68902-1024 (402) 461-2424 Attn: Kyle Sterner	
10	<i>Chadron State College*</i> <i>Career/Academic Planning Services</i> <i>1000 Main Street</i> <i>Chadron, NE 69337</i> <i>(308) 432-6292</i> <i>Attn: Janet Hartman</i> www.ncrc-csm.symplicity.com	
11	Clyde Malone Community Center* 2032 "U" St. Lincoln, NE 68503 (402) 474-1110 Attn: Ishma Valenti	
12	College of St. Mary* Career Services 7000 Mercy Road Omaha, NE 68106 (402) 399-2485 Attn: Michelle Perone	
13	Colorado State University* Lory Student Center 1101 Center Ave Mall Campus Delivery 8033 Fort Collins, CO 80523 (970) 491-6310 Attn: Career Services	
14	Community Action Partnership* Employment & Education Program 210 "O" St. Lincoln, NE 68508 (402) 471-4515 Attn: Alfred Pettinger	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
15	<p><i>Concordia University*</i> <i>Career Services</i> <i>800 N. Columbia</i> <i>Seward, NE 68434</i> <i>(402) 643-7226</i> <i>Attn: Corey Gray</i> www.ncrc-csm.symplicity.com</p>	
16	<p><i>Cornhusker Help Wanted</i> www.regionalhelpwanted.com</p>	
17	<p><i>Creighton University *</i> <i>Career Center Office</i> <i>Harper 2015, 2500 California Plz.</i> <i>Omaha, NE 68178</i> <i>(402) 280-3895</i> <i>Attn: D'Lynn Buck</i> www.creighton.joinhandshake.com</p>	
18	<p><i>Doane College*</i> <i>Career Development</i> <i>303 N. 52nd Street</i> <i>Lincoln, NE 68504</i> <i>(402) 466-4774</i> <i>Attn: Susan Rocker</i> www.ncrc-csm.symplicity.com</p>	
19	<p><i>El Centro de las Americas*</i> <i>Job Placement Director</i> <i>210 "O" Street</i> <i>Lincoln, NE 68508</i> <i>(402) 474-3950</i> <i>Attn: Jamie Arango</i></p>	
20	<p><i>Hastings College*</i> <i>Career Services</i> <i>710 N. Turner</i> <i>Hastings, NE 68901-7621</i> <i>(402) 461-7400</i> <i>Attn: Laura Matthias</i> www.ncrc-csm.symplicity.com</p>	
21	<p><i>Indian Center, Inc.*</i> <i>Workforce Investment Act Program</i> <i>(WIA)</i> <i>1100 Military Rd.</i> <i>Lincoln, NE 68508</i> <i>(402) 570-5205</i> <i>Attn: Georgiana Ausan</i></p>	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
22	Iowa State University* 513 Farm House Lane 0015 Curtiss Hall Ames, IA 50011 Attn: Juli Probasco-Sowers	
23	ITT Technical Institute* Career Services 300 N. Meridian St., Suite 1100 Indianapolis, IN 46204-1736 (317) 706-9200 Attn: Nicole Elam	
24	Job Corps – Lincoln Office* 941 “O” St., Suite 723 Lincoln, NE 68508 (402) 802-9402 Attn: Shari Clausen	
25	Latino American Commission* Employment Services P.O. Box 94965 Lincoln, NE 68509-4965 (402) 471-2791 Attn: Jasel Cantu	
26	Latino Center of the Midlands* Community Affairs 4821 So. 24th Street Omaha, NE 68107-2704 (402) 733-2720 Attn: Albert Caras	
27	League of Human Dignity* 1701 “P” Street Lincoln, NE 68508 (402) 441-7871 Attn: Amy Hayes	
28	Lincoln Goodwill Job Connection* 1731 “O” Street Lincoln, NE 68508 (402) 438-2022 Attn: Aubry Hoegemeyer	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
29	Lincoln Public Schools* 5905“O” Street Lincoln, NE 68510 (402) 436-1000 Attn: Eric Weber	
30	Lincoln Vet Center* Job Placement 3119 “O” Street, Suite A Lincoln, NE 68510 (402)476-9736 Attn: Jason Walters	
31	<i>Midland Lutheran College*</i> <i>Career Development</i> <i>900 N. Clarkson Street</i> <i>Fremont, NE 68025</i> <i>(402) 941-6401</i> <i>Attn: Connie Kreikemeier</i> www.ncrc-csm.symplicity.com	
32	<i>Mid-Plains Community College*</i> <i>Career Services</i> <i>1101 Halligan Drive, Rm 205</i> <i>North Platte, NE 69101</i> <i>(308) 535-3619</i> <i>Attn: Berva Arensdorf</i> www.collegecentral.com	
33	Mississippi State University* 355 Lee Blvd Mississippi State, MS 39762 (662) 325-9112 Attn: Joy Bailey	
34	NAACP* P.O. Box 81322 Lincoln, NE 68501-1322 (402) 457-4700 Attn: Dewayne Mays	
35	NAACP* Director of Placement 2221 N. 24 th Street Omaha, NE 68102 (402) 345-6227 Attn: Stephen B. Jackson	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
36	<i>Nebraska Colleges Career Services Association*</i> 800 N. Columbia Avenue Seward, NE 68434 (402) 643-7226 Attn: Jason Barelman	
37	<i>Nebraska Department of Labor*</i> <i>Workforce Development</i> 1111 "O" Street, Suite 205 Lincoln, NE 68508 (402) 413-9236 Attn: Federico Torres www.networks.nebraska.gov	
38	Nebraska Indian Community College – Macy* Career Services P.O. Box 428 Macy, NE 68039 (402) 241-5950 Attn: Paul Fowler	
39	<i>Nebraska Wesleyan University*</i> <i>Career & Counseling Center</i> 5000 St. Paul Avenue Lincoln, NE 68504 (402) 465-2224 Attn: Heather Hoops www.ncrc-csm.symplcity	
40	Northeast Community College* Career Services P.O. Box 469 Norfolk, NE 68702-0469 (402) 844-7264 Attn: Amy Koehler	
41	Ohio Center for Broadcasting* Colorado Media School Career Services 404 S. Upham Street Lakewood, CO 80226 (303) 937-7070 Attn: Terry Cuff	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
42	Penn State University* 504 Walker Bldg. Dept. of Meteorology University Park, PA 16802 (814) 863-7714 Attn: David Stensrud	
43	<i>Peru State College*</i> <i>Career Services</i> <i>600 Hoyt</i> <i>Peru, NE 68421</i> <i>(402) 872-2436</i> <i>Attn: Jamie Eberly</i> www.ncrc-csm.symplicity	
44	Purdue University Global (FKA Kaplan University) * Career Services 1821 "K" Street Lincoln, NE 68508 (402) 440-3118 Attn: Katie Kazebeer	
45	South Dakota State University* University Marketing & Communications PO Box 2230 Brookings, SD 57007 Attn: Betty Nelson	
46	Southeast Community College* Job Placement Office 8800 "O" Street Lincoln, NE 68520 (402) 437-2622 Attn: Lynn Willey	
47	<i>Union College*</i> <i>Career Services</i> <i>3800 So. 48th Street</i> <i>Lincoln, NE 68506</i> <i>(402) 486-2540</i> <i>Attn: Valerie Lee</i> www.ncrc-csm.symplicity	
48	University of Arizona* Student Union Memorial Center 1303 E University Blvd. Ste 411 Tucson, AZ 85721 Attn: Paloma Boykin	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
49	University of Iowa* Pomerantz Center 213 N Clinton St. Ste C310 Iowa City, IA 52245 Attn: Paul Jensen	
50	University of Kansas* Stauffer-Flint Hall Lawrence, KS 06645 (785) 864-0608 Attn: Max Utsler	
51	<i>University of Nebraska – Kearney*</i> <i>Academic & Career Services</i> <i>MSAB #140</i> <i>Kearney, NE 68849</i> <i>(308) 865-8501</i> <i>Attn: Joni Weed</i> www.joinhandshake.com	
52	University of Nebraska – Kearney* Dept. of Communication Mitchell Center/Library Kearney, NE 68849 (308) 865-8249 Attn: Judy Spivey	
53	University of Nebraska – Lincoln* Multicultural Business Student Association 200 Nebraska Union Lincoln, NE 68588 Attn: Mark Davis	
54	University of Nebraska – Lincoln* African Student Association 200 Nebraska Union, Box 14 Lincoln, NE 68588 (402) 473-3747	
55	University of Nebraska – Lincoln* Afrikan People’s Union 200 Nebraska Union, Box 8 Lincoln, NE 68588 (402) 472-7469 Attn: Charlesette Foster	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
56	University of Nebraska - Lincoln * Asian World Alliance 200 Nebraska Union, Box 11 Lincoln, NE 68588 (402) 472-6151 Attn: Andre Fortune	
57	University of Nebraska – Lincoln* Black Graduate Student Assn. 200 Nebraska Union, Box 29 Lincoln, NE 68588 (402) 472-0695 Attn: DeVanee Lasley	
58	<i>University of Nebraska – Lincoln*</i> <i>Career Services</i> <i>1400 R Street, Room 225</i> <i>Lincoln, NE 68588</i> <i>(402) 472-3145</i> <i>Attn: Amber Pape</i> www.joinhandshake.com	
59	University of Nebraska – Lincoln* International Student Fellowship Club 200 Nebraska Union, Box 109 Lincoln, NE 68588 (402) 472-3571 Attn: Anh Le	
60	University of Nebraska – Lincoln* Inter-Tribal Exchange (U.N.I.T.E.) 200 Nebraska Union, Box 186 Lincoln, NE 68588 (402) 472-2417 Attn: Victoria Smith	
61	University of Nebraska – Lincoln* Mexican-American Student Assn. 200 Nebraska Union, Box 110 Lincoln, NE 68588 (402) 472-8631	
62	University of Nebraska – Lincoln* Broadcast Placement 147 Andersen Hall Lincoln, NE 68588	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
63	University of Nebraska – Lincoln* School of Journalism/KRNU 147 Andersen Hall Lincoln, NE 68588 (402) 472-6856 Attn: Rick Alloway	
64	University of Nebraska – Lincoln* Student Veterans Organization 200 Nebraska Union, Box 7 Lincoln, NE 68588 (402) 472-9310 Attn: Thomas G, Allison	
65	University of Nebraska – Lincoln* Vietnamese Student Association 200 NU Box 81, 1400 “R” Street Lincoln, NE 68588	
66	University of Nebraska – Lincoln* Women’s Center 340 Nebraska Union Lincoln, NE 68588 (402) 472-2598 Attn: Jan Deeds	
67	<i>University of Nebraska – Omaha*</i> <i>Academic & Career Center</i> <i>EAB 115, 6001 Dodge Street</i> <i>Omaha, NE 68182</i> <i>(402) 554-3672</i> <i>Attn: Joe Hayes</i> www.joinhandshake.com	
68	University of Nebraska – Omaha* Chinese Students/Scholars Association 6001 Dodge Street, MSBC 113 Omaha NE 68182 (402) 554-2711	
69	University of Nebraska – Omaha* Department of Black Studies #184 ASH, 6001 Dodge Street Omaha NE 68182 (402) 554-2412 Attn: Felicia Dailey	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
70	University of Nebraska – Omaha* Friends of Japan 6001 Dodge Street, MSBC 113 Omaha NE 68182 (402) 554-2711 Attn: Yumeka Matsushita	
71	University of Nebraska – Omaha * Indian Student Association 6001 Dodge Street, MSBC 113 Omaha NE 68182 (402) 554-2711	
72	University of Nebraska – Omaha* Latin American Students Assn. 6001 Dodge Street, MBSC 113 Omaha NE 68182 (402) 554-2711	
73	University of Nebraska – Omaha* Pan-African Student Association 6001 Dodge Street, MSBC 113 Omaha NE 68182 (402) 554-2711	
74	University of Nebraska – Omaha* Saudi Student Club 6001 Dodge Street, MSBC 113 Omaha NE 68182 (402) 554-2711	
75	University of Nebraska – Omaha* School of Communications 140 ASH, 6001 Dodge Street Omaha NE 68182 (402) 554-2600 Attn: Michelle Thies	
76	University of Northern Iowa* Gilchrist Hall Dakota St. Cedar Falls, IA 50614 Attn: Nichole Harken	
77	University of South Dakota* 414 E. Clark Street Vermillion, SD 57069 Attn: Career Services	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
78	University of Wisconsin* 975 Bascom Mall Madison, WI 53706 Attn: Career Services	
79	Urban League Family Resource Ctr.* Career Services 3040 Lake Street Omaha, NE 68111 (402) 451-1066 Attn: Rozalyn Bredow	
80	<i>Wayne State College*</i> <i>Career Services</i> <i>1111 Main Street, Student Center</i> <i>Wayne, NE 68787</i> <i>(402) 375-7425</i> <i>Attn: Jessie Piper</i> www.ncrc-csm.simplicity.com	1
81	Western Nebraska Community College* Career Center 2620 College Park Scottsbluff, NE 69361 (308) 635-6341 Attn: Mai Lee Olsen	
82	<i>Western Iowa Tech*</i> <i>4647 Stone Avenue</i> <i>Sioux City, Iowa 51106</i> <i>(712) 274-6400</i> <i>Attn: Sandra Mitchell</i> www.meetyournewcareer.com	
83	York College* Career Center 1125 E. 8 th Street York, NE 68467-2699 (402) 363-5675 Attn: Tracey Wyatt	
84	<i>Nebraska Broadcasters Assn.*</i> <i>11414 W. Center Rd. Suite 342</i> <i>Omaha, NE 68114</i> <i>(402) 933-5995</i> <i>Attn: Jim Timm</i>	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
85	www.tvjobs.com * <i>Broadcast Employee Services</i> <i>P O Box 4116</i> <i>Oceanside, CA 92052</i> <i>(800) 374-0119</i>	5
86	www.indeed.com *	17
87	www.Ziprecruiter.com	
88	www.LinkedIn.com *	21
89	www.Spotsndot.com	
90	www.tvnewscheck.com	2
91	Lincoln Journal Star Newspaper 926 "P" Street Lincoln, NE 68508 (402) 473-7373	
92	<i>Medialine*</i> <i>1209 Wood Valley Road</i> <i>Augusta, GA 30909</i> <i>(706) 364-7564</i> <i>Attn: Rich Everitt</i> www.medialine.com	
93	<i>Michaels Media*</i> <i>1721 Richardson Place</i> <i>Tampa, FL 33606</i> <i>(813) 254-9695</i> www.collectivetalent.com	
94	<i>KLKN-TV Website/Facebook/On-Air Spot/Internal Posting*</i> www.klkntv.com	19
95	www.mediarecruiter.com	
96	<i>Sister Stations*</i> <i>Bulletin boards/referrals/web sites:</i> <i>WLNE-TV – Providence, RI</i>	
97	Current/Former Employee Referral	10
98	Unsolicited/Walk-in/Other	

Total Number of Persons Interviewed During Applicable Period: **76**

Notes:

- An asterisk (*) indicates sources that are entitled to vacancy notification.
- *Italicized sources indicate job banks and Internet programs to which KLKN contributes. These sources are designed to promote outreach generally, not primarily directed to providing notification of specific job vacancies.*

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Reporting Period: February 1, 2020 to January 31, 2021

Station(s) in Station Employment Unit: KLKN-TV, Lincoln, NE

Appendix 3: Outreach Activities

1. Internship Program: KLKN-TV has been involved in helping members of the community achieve their educational goals. The Station recruits students interested in the broadcast industry by widely advertising our internship programs at career fairs and by educating managers to mention this opportunity when speaking with members of the community. Letters of Agreement are filled out by the prospective intern and approved by a professor of the university, and an evaluation is performed at the end of the intern's term. During this period, due to the COVID-19 precautions, KLKN-TV did not participate in the internship program.

2. EEO Training: Equal Employment Opportunity meetings are held on a continual basis as needed for current education to department heads as to their role and responsibilities in the EEO process. We ensure that all department heads are fully educated on their reporting documentation responsibility. We educate department heads as to anti-discrimination rules and ensure that all departments are hiring in a non-discriminatory fashion.

The February 1, 2020 to January 31, 2021 Annual EEO Public File Report was distributed to the station managers during the February 18, 2020 manager's meeting, and a question and answer training session was conducted by the Station's Business Manager, Randy Ksionzek.

As part of its Program, each employee of the Station has been provided as part of an employee guidebook the Station's Equal Employment Opportunity and Antidiscrimination Policy. It is the continuing policy of the Station to provide equal opportunity and the prohibition of discrimination for all individuals without regard to their race, color, religion, gender, national origin, sex, gender identity or expression, age, sexual orientation, disability, marital status, military status, genetic information or any legally protected characteristic. This policy of non-discrimination and equal employment opportunity applies to recruitment, hiring, training, promotion, compensation, benefits, discipline, termination, and all terms and conditions of employment. The elements of this Program include responsibility for implementation, policy dissemination, recruitment, training, and promotion.

The Station's employee breakroom bulletin board includes a poster from the Nebraska Equal Opportunity Commission concerning "Discrimination in Employment, Housing, and Public Accommodations" that outlines rights and responsibilities under the law.

3. Listing of Each Upper-Level Category Opening with Organizations Targeting Women and Minorities: KLKN-TV has listed each upper-level category opening with organizations that target women and minorities:

- African Multicultural Community Center
- Asian Community & Cultural Center
- Clyde Malone Community Center
- El Centro de las Americas
- Indian Center Inc.
- Workforce Investment Act Program
- Latino American Commission
- Latino Center of the Midlands
- NAACP
- Nebraska Indian Community College
- Urban League Family Resource Center

In addition, KLKN-TV has listed each upper-level category opening with the following organizations and departments at the University of Nebraska:

Afrikan People's Union
American Multicultural Students
Asian World Alliance
Black Graduate Student Association
Chinese Students/Scholars Association
Department of Black Studies
Friends of Japan
Indian Student Association
International Student Fellowship Club
Inter-Tribal Exchange
Latin American Students Association
Mexican-American Student Association
Multicultural Business Student Association
Pan-African Student Association
Saudi Student Club
Vietnamese Student Association
The Women's Resource Center.

4. Job Bank & Internet Program Participation: KLKN-TV participates in job banks and internet programs with many organizations, as outlined above in italics, including but not limited to the Nebraska Broadcasters Association, Advertising Federation of Lincoln, and TVJobs.com. These organizations have programs designed for outreach generally and are not primarily directed to providing notification of specific job vacancies. (See italicized recruitment sources on above list.)

5. Scholarship Program: KLKN-TV, in conjunction with the Nebraska Broadcasters Association, actively participated in the 2020 Nebraska Broadcasters Association Foundation Student Scholarship Program. Applicants applied for scholarships under this program and two \$2,000 scholarships were awarded. The winners were from University of Nebraska - Lincoln and the Loyola University - Chicago. KLKN-TV provided \$300 for the scholarship pool and ran a broadly rotated promotional spot for the program. The award application forms requested information such as GPA, an essay, experience in the field, honors and awards, and post high school extra-curricular activities.

6. Disseminating Information as to Employment Opportunities in Broadcasting: KLKN-TV created a television spot which airs approximately every day in different day parts. The spot: 1) asks organizations that distribute information about employment opportunities to contact KLKN-TV to get on our mailing list (all contact information including address, phone and email are provided); and 2) informs job seekers to check KLKN-TV's website for postings of current openings. The spot confirms KLKN-TV is an Equal Opportunity Employer.

7. Participate in event or program related to career opportunities in broadcasting by educational institutions:

- February 12, 2020 – Rod Fowler (News Anchor) spoke to students at Doane College (Lincoln Campus). He spoke about experiences with Channel 8's philosophy regarding guidelines and daily operations and answered questions.
- February 18, 2020 – Rod Fowler was interview by a UNL Journalism professor, Jill Martin. He talked about how things have changed in news over the years and how social media has played a role.
- April 28, 2020 – Kern Dant was interview (via Zoom) with students at UNL regarding graduation and what we look for when recruiting for candidates.
- December 15, 2020 – Rod Fowler was interview by the President of Communications at The Landing Retirement Home. He spoke about what is done at Channel 8, why and how operations have changed over the years.

8. Participation in other activities reasonably calculated by the station to further the goal of disseminating information as to employment opportunities in broadcast to job candidates who might otherwise be unaware of such:

- February 12, 2020 – Rod Fowler (News Anchor) spoke to students at Doane College (Lincoln Campus). He spoke about experiences with Channel 8's philosophy regarding guidelines and daily operations and answered questions.
- February 18, 2020 – Rod Fowler was interview by a UNL Journalism professor, Jill Martin. He talked about how things have changed in news over the years and how social media has played a role.
- April 28, 2020 – Kern Dant was interview (via Zoom) with students at UNL regarding graduation and what we look for when recruiting for candidates.
- December 15, 2020 – Rod Fowler was interview by the President of Communications at The Landing Retirement Home. He spoke about what is done at Channel 8, why and how operations have changed over the years.

9. Establishing a mentoring program for station personnel: KLKN-TV helps current personnel achieve their career goals. During the period we had openings for the following positions that were filled by internal promotions:

- Morning News Anchor: We promoted a photojournalist to this position.
- Morning News Producer: We promoted a Producer to this position.
- Digital Content Producer: We promoted a Weekend News Producer to this position.
- Weekend News Anchor/MMJ: We promoted a Photojournalist to this position
- Master Control Operator: We promoted a Part Time Production Assistant to this position.
- News Producer: We promoted a Part Time Production Assistant to this position.