

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2018 - January 31, 2019

Stations Included in Report: KEZO-FM, KKCD-FM, KMTV-TV, KQCH-FM, KSRZ-FM, KXSP-AM

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				23
C2	Internal Candidate / WorkLife				55
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			36
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	3
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		21
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	
C114	Talent Dynamics / Sandra Connell	600 E Las Colinas Blvd. #100 Irving, TX 75039	Sandra Connell connell@talentdynamics.com	214-640-3139	

EEO PUBLIC FILE REPORT

C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				4
C131	Agency/Search Firm				5
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		11
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C166	DRI International (Disaster Recovery Institute)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C776	Airman and Family Readiness Center - Airman and Family Readiness Center (55fss.fsfr@us.af.mil)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C777	Community Alliance - Denise Stuart (stuart@commall.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C778	Hands of Heartland - Benjamine (Ben) Frakes (benjaminf@handsofheartland.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C779	Heartland Workforce Solutions - (ndol.omahawfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C780	Indian Center Inc - Clyde Tyndall (lincolnwia@juno.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C781	La Raza Job Training Inc - Socorro Pastran (larazajobtraining@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C782	Latino Center of Midlands - Carolina Quezada (info@latinocenterofthemidlands.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C783	Latino Center of the Midlands - (info@latinocenterofthemidlands.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C784	Military Veterans Services Center, Bellevue University - Jerome JR Richardson (jerome.richardson@bellevue.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C785	Nebraska City Workforce Development - (ndol.nebraskacitywfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C786	Nebraska City Workforce Development - (ndol.beatricewfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C787	Nebraska City Workforce Development - Nebraska City, NE 68410 (ndol.nebraskacitywfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C788	NEBRASKA COMMISSION ON INDIAN AFFAIRS - Judi M. Gaiashkibos (judi.gaiashkibos@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C789	Nebraska Department of Education - Vocational Rehabilitation - (VR.InfoLincoln@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C790	Nebraska Department of Labor - Debbie Christensen (ndol.omahawfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C791	Nebraska Western Iowa VA Medical Center - (larry.gries@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C792	Nebraska Workforce Development - Fremont Career Center - (david.rangeloff@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C793	Omaha Workforce Development - (harvey.hudson@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C794	Omaha Workforce Development - (ndol.omahawfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C795	Omaha Workforce Development - (steve.mcwilliams@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C796	ResCare Workforce Services - Carleen Sturdivant (carleensturdivant@rescare.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C797	The Sheltering Tree - Shirley McNally (shelteringtree@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C798	University of Nebraska-Lincoln; Recruiting system name: Husker Hire Link Lincoln, NE - Christina Fielder (careerservices@unl.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C799	Urban League of Nebraska - Karen Edwards (Karen.edwards@urbanleagueneb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

Local Sources

L1	American Broadcasting School*	712 N. Watson Road Suite 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College*	2320 South 19th St. Tacoma, WA 98405	Fred Monroe skmiller@bates.ctc.edu	253-680-7752	
L3	Central Michigan University *	340 Moore Hall Mt. Pleasant, MI 44859	Michelle Kalisek kalis1m@cmich.edu	989-774-3851	
L4	Creighton University	2500 California Plaza Omaha, NE 68131	Cheri Jackson careercenter@creighton.edu https://creighton.joinhandshake.com	402-280-2723	
L5	Emerson College *	113 Gray St. Arlington, MA 65802	Blaine Butler Blaine.Butler@emerson.edu https://emerson.joinhandshake.com	781-647-1077	
L6	Iowa Workforce Development	300 W. Broadway Suite 13 Council Bluffs, IA 51503	Maria Cortez Maria.Cortez@iwd.iowa.gov	712-352-3480	
L7	Nebraska College Recruiting Consortium	5000 St Paul Ave Lincoln, NE 68504	Heather Hoop ncrc@nebrwesleyan.edu	402-465-2224	
L8	Nebraska Workforce Development of Omaha	5717 F Street Omaha, NE 68117	Shauna Paolini Shauna.Paolini@nebraska.gov	402-934-2362	1
L9	Ohio and Illinois Center for Broadcasting*	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	216-503-5900 X1104	
L10	University of Nebraska at Lincoln	230 Nebraska Union Lincoln, NE 68588	Shannon Seehase careerservices@unl.edu -	402-472-7211	
L11	University of Nebraska at Omaha	6001 Dodge Street Omaha, NE 68182	Chris Allen, Ph.D., Dr. Sherry Wilson, Jodeane Brownlee callen@unomaha.edu, swilson@unomaha.edu and jbrownlee@unomaha.edu	402-554-2601	
L12	University of North Texas*	PO Box 310589 Denton, TX 76203	Phyllis Slocum Slocum@unt.edu	940-565-2565	
L13	University of Wisconsin School of Radio, TV & Film *	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	(920)424-3133	
L14	Nebraska Broadcasters Association	11414 W. Center Rd Suite 342 Omaha, NE 68144	Jim Timm jim@ne-ba.org	402-933-0059	
L15	OmahaHelpWanted.com	RegionalHelpWanted.com 11 Abrams Road Central Valley, NY 10917	Kris Schneider http://regionalhelpwanted.com	800 365-8630	2
L16	Allaccess.com	28955 Pacific Coast Hwy 210 Malibu, CA 90265	http://www.allaccess.com/	310-457-6616	
L17	Collective Talent (TV Jobs Only)*	1721 Richardson Place Tampa, FL 33606	Michael Bille bille@michaelsmedia.com	813-254-9695	
L18	Omaha Radio Stations (KQCH, KEZO, KSRZ, KKCD, KXSP)	10714 Mockingbird Drive Omaha, NE 68127	Sales Manager www.scripps.com	402-592-3333	

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [14378]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, C165, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: L15 Start Date: 2018-08-13
Account Exec, Radio [13993]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C3 Start Date: 2018-04-30
Assoc Account Exec, TV [13570]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C97 Start Date: 2018-05-21
Dig Sales/Content Leader [14255]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C2 Start Date: 2018-07-16
Digital Content Producer [14594]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, C166, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17	Code Number: C131 Start Date: 2018-08-23
Director II [13795]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2018-02-12
Director II [14504]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, C166, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17	Code Number: C2 Start Date: 2018-08-27
Exec Admin Assistant II [14430]	C1, C2, C3, C5, C6, C9, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17	Code Number: C134 Start Date: 2018-07-31
Exec Producer [13838]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2018-03-12
Investigative Photographer [JR020088]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799	Code Number: C2 Start Date: 2019-01-14
Local Sales Manager, TV [14066]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C1 Start Date: 2018-05-22
Media Prep Technician [14182]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2018-05-21

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Media Prep Technician [14182]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2018-05-21
Morning News Anchor [14591]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, C166, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17	Code Number: C1 Start Date: 2018-10-29
Morning News Anchor [14591]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, C166, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17	Code Number: C2 Start Date: 2019-01-14
Multimedia Journalist [13778]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C3 Start Date: 2018-04-02
Multimedia Journalist [14219]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-06-04
Multimedia Journalist [14329]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C114, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C5 Start Date: 2018-07-05
Multimedia Journalist [14330]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C1 Start Date: 2018-08-06
Multimedia Journalist [14462]	C1, C2, C130	Code Number: C2 Start Date: 2018-07-02
Multimedia Journalist [14503]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, C166, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17	Code Number: C3 Start Date: 2018-09-04
Photographer II [14637]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, C166, C167, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17	Code Number: C2 Start Date: 2018-08-13

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [13818]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C3 Start Date: 2018-03-26
Producer [14073]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2018-04-23
Producer [14229]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C3 Start Date: 2018-05-21
Real-Time Editor [JR020080]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2019-01-14
Real-Time Editor [JR020081]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2019-01-14
Real-Time Editor [JR020082]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C187, C188, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799	Code Number: C2 Start Date: 2019-01-28
Sales Support Asst II [14868]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, C166, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17	Code Number: C1 Start Date: 2019-01-14
Sr Dir, News [15084]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C187, C188, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799	Code Number: C130 Start Date: 2019-01-31

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sr Producer, Creative Services [13870]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2018-02-12
Studio Tech I [13915]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2018-02-12
Studio Tech I [14793]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, C166, C167, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17	Code Number: C2 Start Date: 2018-09-24
Supv, Production [14173]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2018-06-18
Traffic Copy Editor, Local [14265]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C1 Start Date: 2018-06-18

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	KMTV's local sales manager and creative services director participated in the University of Nebraska-Lincoln Business & Liberal Arts Career Fair September 26, 2018 from 1-5 pm at the Pinnacle Arena.
	KMTV's digital director, local sales manager and general manager attended Bellevue University's 2018 Fall Career Fair October 23, 2018, from 11:30 am - 2:30 pm at their main campus.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	KMTV participated in the Nebraska Broadcasters Association's EEO Scholarship Program for the 2019-2020 cycle. A monetary contribution was made in December 2018; the station aired spots on air January 1 - February 28, 2019 promoting the availability of the scholarship program; applications were distributed to interested students.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	KMTV's multimedia marketing specialist spoke to the Capstone 1 and 2 classes at the University of Nebraska-Omaha (Journalism and Media Communication students) September 12, 2018 about media trends, job skills and what they can expect as they finish up their collegiate career.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	"Manager and the Law Training" was conducted by Scripps legal department June 21, 2018 for all Omaha TV and Radio managers. The objectives were to: 1) discuss best practices on managing employee performance and improving working relationships; 2) Decode conversations so that you know when to involve HR or Legal; and 3) Reinforce the company's EEO obligations and philosophy - the paradigm for all employment decisions.
	The Radio VP/General Manager attended an Employment Law seminar sponsored by the Nebraska Broadcasters on August 14, 2018 during the 84th Annual NBA Convention. The seminar entitled "Mitigating Risk and Establishing Best Practices for 2018 and Beyond" was prepared and presented by an employment law attorney.
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Two students from Glenwood High School in Iowa and Mission Middle School in Bellevue visited with our meteorologists April 24, 2018 from 5-6:30 pm. They watched our newscasts and asked questions about weather for class projects.
	An 8th grade student from Westside shadowed our meteorologists May 11, 2018 from 3-5:30 pm and learned what goes into our forecast each day and watched part of the newscast.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

A sophomore from the University of Nebraska-Lincoln shadowed one of our meteorologists May 17, 2018 from 3-5:30 p.m. The meteorologist showed the student what goes into a forecast each day and how we put it together; how to make graphics to use on air; how to update a web story, Omaha World Herald video forecast, and other online forecasts; demonstrated how the green screen works; how we record our radio forecasts; watched parts of the newscasts live in the studio; and discussed the importance of internships.