

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, 2019 to and including January 31, 2020 (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, 2019 to January 31, 2020

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 | Account Executive | 1-11,13-14, 16-20, 22-31, 33-40, 42-43, 45-46, 50-74, 78-80, 82-85, 92-94 | 85 |
| 2 | Photojournalist | 1-14, 16-31, 33-40, 42-48, 50-76, 78-80, 82-85, 91-94 | 12,85 (Two hired) |
| 3 | Promotion Manager | 1-11, 13-14, 16-20, 22-31, 33-40, 42-43, 45-46, 50-74, 78-80, 82-85, 91-95 | 85 |
| 4 | Producer | 1-14, 16-31, 33-40, 42-48, 50-76, 78-80, 82-85, 91-94 | 85 |
| 5 | Photojournalist | 1-14, 16-31, 33-40, 42-48, 50-76, 78-80, 82-85, 91-94 | 85 |
| 6 | Producer | 1-14, 16-31, 33-40, 42-48, 50-76, 78-80, 82-85, 91-94 | 38,93 (Two Hired) |
| 7 | Promotion Manager | 1-14, 16-31, 33-40, 42-48, 50-76, 78-80, 82-85, 92-95 | 95 |
| 8 | Sales Coordinator | 1-14, 16-31,33-40, 42-48, 50-76, 78-80, 82-86, 92-94 | 85 |
| 9 | News Director | 1-14, 16-31, 33-40, 42-48, 50-76, 78-80, 82-85, 87-89, 91-95 | 93 |

Total Number of Persons Interviewed During Applicable Period: **32**

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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 | <p><i>Advertising Federation of Lincoln (Lincoln Job Bank)* PO Box 80093 Lincoln, NE 68501 (402) 440-2020 Attn: Jolene Ritzman</i></p> | |
| 2 | <p>African Multicultural Community Center* 1225 "F" Street Lincoln, NE 68508 (402) 477-6926 Attn: David Taw</p> | |
| 3 | <p>American G.I. Forum* Job Placement Director 2002 "N" Street Omaha, NE 68107 (402) 733-9740 Attn: Phil Lordemann</p> | |
| 4 | <p>Asian Community & Cultural Center* 144 N. 44th Street, Suite A Lincoln, NE 68510 (402) 477-3446 Attn: Natalie Wiebelhaus</p> | |
| 5 | <p>Bellevue University* Career Services Center 1000 Galvin Rd. South, LIB LC Bellevue, NE 68005 (402) 557-7423 Attn: Cheryl Steede</p> | |
| 6 | <p>Central Community College* Career & Employment Services P.O. Box 1027 Columbus, NE 68602-1027 (402) 562-1210 Attn: Lora Hastreiter</p> | |

| Source Number | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Number of Interviewees Referred by Source During Reporting Period |
|---------------|---|--|
| 7 | Central Community College* Career & Employment Services P.O. Box 4903 Grand Island, NE 68802-4903 (308) 398-7408 Attn: Glenda Heath | |
| 8 | Central Community College* Career & Employment Services P.O. Box 1024 Hastings, NE 68902-1024 (402) 461-2424 Attn: Kyle Sterner | |
| 9 | <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.symphlicity.com | |
| 10 | Clyde Malone Community Center* 2032 "U" St. Lincoln, NE 68503 (402) 474-1110 Attn: Ishma Valenti | |
| 11 | College of St. Mary* Career Services 7000 Mercy Road Omaha, NE 68106 (402) 399-2485 Attn: Michelle Perone | |
| 12 | Colorado State University* Lory Student Center 1101 Center Ave Mall Campus Delivery 8033 Fort Collins, CO 80523 (970) 491-6310 Attn: Career Services | 1 |
| 13 | 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 |
|---------------|--|--|
| 14 | <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</p> | |
| 15 | <p><i>Cornhusker Help Wanted</i> www.regionalhelpwanted.com</p> | |
| 16 | <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> | |
| 17 | <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</p> | |
| 18 | <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> | |
| 19 | <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> | |
| 20 | <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 |
|---------------|---|--|
| 21 | Iowa State University* 513 Farm House Lane 0015 Curtiss Hall Ames, IA 50011 Attn: Juli Probasco-Sowers | 1 |
| 22 | ITT Technical Institute* Career Services 300 N. Meridian St., Suite 1100 Indianapolis, IN 46204-1736 (317) 706-9200 Attn: Nicole Elam | |
| 23 | Job Corps – Lincoln Office* 941 “O” St., Suite 723 Lincoln, NE 68508 (402) 802-9402 Attn: Shari Clausen | |
| 24 | Latino American Commission* Employment Services P.O. Box 94965 Lincoln, NE 68509-4965 (402) 471-2791 Attn: Jasel Cantu | |
| 25 | Latino Center of the Midlands* Community Affairs 4821 So. 24th Street Omaha, NE 68107-2704 (402) 733-2720 Attn: Albert Caras | |
| 26 | League of Human Dignity* 1701 “P” Street Lincoln, NE 68508 (402) 441-7871 Attn: Amy Hayes | |
| 27 | Lincoln Goodwill Job Connection* American Job Center, ESQ Square 1111 “O” Street, Suite 205 Lincoln, NE 68508 (402) 438-2022 Attn: Aubry | |

| Source Number | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Number of Interviewees Referred by Source During Reporting Period |
|---------------|--|--|
| 28 | Lincoln Public Schools* 5905“O” Street Lincoln, NE 68510 (402) 436-1000 Attn: Eric Weber | |
| 29 | Lincoln Vet Center* Job Placement 3119 “O” Street, Suite A Lincoln, NE 68510 (402)476-9736 Attn: Jason Walters | |
| 30 | <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 | |
| 31 | <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 | |
| 32 | Mississippi State University* 355 Lee Blvd Mississippi State, MS 39762 (662) 325-9112 Attn: Joy Bailey | |
| 33 | NAACP* P.O. Box 81322 Lincoln, NE 68501-1322 (402) 457-4700 Attn: Dewayne Mays | |
| 34 | 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 |
|---------------|--|--|
| 35 | <i>Nebraska Colleges Career Services Association*</i> 800 N. Columbia Avenue Seward, NE 68434 (402) 643-7226 Attn: Jason Barelman | |
| 36 | <i>Nebraska Department of Labor*</i> <i>Workforce Development</i> 1111 "O" Street, Suite 222 Lincoln, NE 68508 (402) 473-7022 Attn: Federico Torres www.networks.nebraska.gov | |
| 37 | Nebraska Indian Community College – Macy* Career Services P.O. Box 428 Macy, NE 68039 (402) 241-5950 Attn: Paul Fowler | |
| 38 | <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.symplicity | 1 |
| 39 | Northeast Community College* Career Services P.O. Box 469 Norfolk, NE 68702-0469 (402) 844-7264 Attn: Amy Koehler | |
| 40 | 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 |
|---------------|---|--|
| 41 | Penn State University* 504 Walker Bldg. Dept. of Meteorology University Park, PA 16802 (814) 863-7714 Attn: David Stensrud | |
| 42 | <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 | |
| 43 | Purdue University Global (FKA Kaplan University) * Career Services 1821 "K" Street Lincoln, NE 68508 (402) 440-3118 Attn: Katie Kazebeer | |
| 44 | South Dakota State University* University Marketing & Communications PO Box 2230 Brookings, SD 57007 Attn: Betty Nelson | |
| 45 | Southeast Community College* Job Placement Office 8800 "O" Street Lincoln, NE 68520 (402) 437-2622 Attn: Lynn Willey | |
| 46 | <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 | |
| 47 | 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 |
|---------------|--|--|
| 48 | University of Iowa* Pomerantz Center 213 N Clinton St. Ste C310 Iowa City, IA 52245 Attn: Paul Jensen | |
| 49 | University of Kansas* Stauffer-Flint Hall Lawrence, KS 06645 (785) 864-0608 Attn: Max Utsler | |
| 50 | <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 | |
| 51 | University of Nebraska – Kearney* Dept. of Communication Mitchell Center/Library Kearney, NE 68849 (308) 865-8249 Attn: Judy Spivey | |
| 52 | University of Nebraska – Lincoln* Multicultural Business Student Association 200 Nebraska Union Lincoln, NE 68588 Attn: Mark Davis | |
| 53 | University of Nebraska – Lincoln* African Student Association 200 Nebraska Union, Box 14 Lincoln, NE 68588 (402) 473-3747 | |
| 54 | 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 |
|---------------|--|--|
| 55 | University of Nebraska - Lincoln * Asian World Alliance 200 Nebraska Union, Box 11 Lincoln, NE 68588 (402) 472-6151 Attn: Andre Fortune | |
| 56 | University of Nebraska – Lincoln* Black Graduate Student Assn. 200 Nebraska Union, Box 29 Lincoln, NE 68588 (402) 472-0695 Attn: DeVanee Lasley | |
| 57 | <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 | 2 |
| 58 | University of Nebraska – Lincoln* International Student Fellowship Club 200 Nebraska Union, Box 109 Lincoln, NE 68588 (402) 472-3571 Attn: Anh Le | |
| 59 | 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 | |
| 60 | University of Nebraska – Lincoln* Mexican-American Student Assn. 200 Nebraska Union, Box 110 Lincoln, NE 68588 (402) 472-8631 | |
| 61 | 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 |
|---------------|---|--|
| 62 | University of Nebraska – Lincoln* School of Journalism/KRNU 147 Andersen Hall Lincoln, NE 68588 (402) 472-6856 Attn: Rick Alloway | 1 |
| 63 | University of Nebraska – Lincoln* Student Veterans Organization 200 Nebraska Union, Box 7 Lincoln, NE 68588 (402) 472-9310 Attn: Thomas G, Allison | |
| 64 | University of Nebraska – Lincoln* Vietnamese Student Association 200 NU Box 81, 1400 “R” Street Lincoln, NE 68588 | |
| 65 | University of Nebraska – Lincoln* Women’s Center 340 Nebraska Union Lincoln, NE 68588 (402) 472-2598 Attn: Jan Deeds | |
| 66 | <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 | |
| 67 | University of Nebraska – Omaha* Chinese Students/Scholars Association 6001 Dodge Street, MSBC 113 Omaha NE 68182 (402) 554-2711 | |
| 68 | 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 |
|---------------|---|--|
| 69 | University of Nebraska – Omaha* Friends of Japan 6001 Dodge Street, MSBC 113 Omaha NE 68182 (402) 554-2711 Attn: Yumeka Matsushita | |
| 70 | University of Nebraska – Omaha * Indian Student Association 6001 Dodge Street, MSBC 113 Omaha NE 68182 (402) 554-2711 | |
| 71 | University of Nebraska – Omaha* Latin American Students Assn. 6001 Dodge Street, MBSC 113 Omaha NE 68182 (402) 554-2711 | |
| 72 | University of Nebraska – Omaha* Pan-African Student Association 6001 Dodge Street, MSBC 113 Omaha NE 68182 (402) 554-2711 | |
| 73 | University of Nebraska – Omaha* Saudi Student Club 6001 Dodge Street, MSBC 113 Omaha NE 68182 (402) 554-2711 | |
| 74 | University of Nebraska – Omaha* School of Communications 140 ASH, 6001 Dodge Street Omaha NE 68182 (402) 554-2600 Attn: Michelle Thies | |
| 75 | University of Northern Iowa* Gilchrist Hall Dakota St. Cedar Falls, IA 50614 Attn: Nichole Harken | |
| 76 | 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 |
|---------------|--|--|
| 77 | University of Wisconsin* 975 Bascom Mall Madison, WI 53706 Attn: Career Services | |
| 78 | Urban League Family Resource Ctr.* Career Services 3040 Lake Street Omaha, NE 68111 (402) 451-1066 Attn: Rozalyn Bredow | |
| 79 | <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 | |
| 80 | Western Nebraska Community College* Career Center 2620 College Park Scottsbluff, NE 69361 (308) 635-6341 Attn: Mai Lee Olsen | |
| 81 | <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 | |
| 82 | York College* Career Center 1125 E. 8 th Street York, NE 68467-2699 (402) 363-5675 Attn: Tracey Wyatt | |
| 83 | <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 |
|---------------|---|--|
| 84 | www.tvjobs.com * <i>Broadcast Employee Services</i> <i>P O Box 4116</i> <i>Oceanside, CA 92052</i> <i>(800) 374-0119</i> | |
| 85 | www.indeed.com * | 12 |
| 86 | www.Ziprecruiter.com | 1 |
| 87 | www.LinkedIn.com * | 1 |
| 88 | www.Spotsndot.com | |
| 89 | www.tvnewscheck.com | |
| 90 | Lincoln Journal Star Newspaper 926 "P" Street Lincoln, NE 68508 (402) 473-7373 | |
| 91 | <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 | |
| 92 | <i>Michaels Media*</i> <i>1721 Richardson Place</i> <i>Tampa, FL 33606</i> <i>(813) 254-9695</i> www.collectivetalent.com | |
| 93 | <i>KLKN-TV Website/Facebook/On-Air Spot/Internal Posting*</i> www.klkntv.com | 9 |
| 94 | <i>Sister Stations*</i> <i>Bulletin boards/referrals/web sites:</i> <i>WLNE-TV – Providence, RI</i> <i>SNN-LD – Sarasota, FL</i> | |
| 95 | Current/Former Employee Referral | 3 |
| 96 | Unsolicited/Walk-in/Other | |

Total Number of Persons Interviewed During Applicable Period: **32**

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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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, we have had a total of two internships at KLKN-TV.

- A. University of Nebraska - Lincoln student – News: Photography, writing, editing, live skills, and reporting. Eight weeks beginning April 2019.
- B. Nebraska Wesleyan University student – Sports: Reporting, photography, editing, live skills and writing. Twelve weeks beginning September 2019.

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, 2018 to January 31, 2019 Annual EEO Public File Report was distributed to the station managers during the February 5, 2019 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 2019 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 University of Nebraska -

Kearney. 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 13, 2019 – Rod Fowler (News Anchor) spoke to students at a communications class at Doane College. He spoke about his experiences with interviewing people for newscasts and the process he goes through. He also spoke about local news and jobs in television. The students were able to ask questions about his career in broadcasting.
- February 26, 2019 – Michelle Ahl (Accounting Assistant) & Joy Wenn (National Sales Assistant) conducted a tour of the station for national honor society students from Lakeview. They showed them how newscasts are assembled, watched the news live in studio and answered questions about the nature of broadcasting.
- March 15, 2019 – Michelle Ahl (Accounting Assistant) & Joy Wenn (National Sales Assistant) conducted a tour of the station for a meteorology class from Concordia University. They showed them how newscasts are assembled and answered questions about the nature of broadcasting. The students also heard from the station's meteorologists who spoke about the production on television of the weather and various weather patterns.
- April 4, 2019 – Joy Wenn (National Sales Assistant) conducted a tour of the station for Villa Marie School students. She showed them how newscasts are assembled and answered questions about the nature of broadcasting.
- April 6, 2019 – Dean Wysocki (Chief Meteorologist) spoke to students at the University of Nebraska – Lincoln Weatherfest. He spoke about his profession, the television industry and how forecasting works. They were able to ask questions about his career in television.
- May 1, 2019 – Joy Wenn (National Sales Assistant) conducted a tour of the station for several international journalism students from the Near East & North Africa. She showed them how newscasts are assembled and answered questions about the nature of broadcasting in America.
- June 17, 2019 – Megan McShane (News Anchor) spoke to students at Southeast Community College. She spoke about her job, how the journalism field has changed in recent years and how important internships are for your career. The students were able to ask questions about her career in television.

- July 13, 2019 – Megan McShane (News Anchor) spoke to graduate students at Doane College. She spoke about how to effectively work with media, her profession and local news. The students were able to ask questions about her career in television.
- September 10, 2019 – Megan McShane (News Anchor) spoke to area High School juniors and seniors sponsored by Lincoln G.O.L.D. about her career in Broadcasting. A Q & A discussion followed with various topics related to journalism.
- October 21, 2019 – Rod Fowler (News Anchor) spoke to Nebraska High School students at UNL Main Campus. He spoke about how social media has influenced/changed local news gatherings and how media interacts with our audience.

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 21-22, 2019 – Michelle Ahl (Accounting Assistant) & Joy Wenn (National Sales Assistant) conducted a tour of the station for several families in a home-schooling community. They showed them how newscasts are assembled and answered questions about the nature of broadcasting.
- March 22, 2019 – Joy Wenn (National Sales Assistant) conducted a tour of the station for the Nebraska Farm Bureau. She showed them how newscasts are assembled and answered questions about the nature of broadcasting, journalism and effective communication skills.
- April 4, 2019 – Heather Caha (Local Sales Assistant) conducted a tour of the station for Pemberly Place Senior Living. She showed them how newscasts are assembled and answered questions about the nature of broadcasting.
- April 16, 2019 – Megan McShane (News Anchor) spoke to a group of Nebraska girl scouts. She spoke about her profession, what she does on an average day and how women can be more successful in their careers. They were able to ask questions about her career in television.
- June 4-5, 2018 – Michelle Ahl (Accounting Assistant) conducted a tour of the station for a group of 1st & 2nd grade students from the Bubbles & Blocks Child Development Center. She showed them how newscasts are assembled and answered questions about the nature of broadcasting.
- October 25, 2019 – Rod Fowler (News Anchor) spoke to a Lincoln Rotary Club at the Venue Restaurant in Lincoln about his profession and how social media has influenced/changed local news gatherings and how media interacts with our audience.

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

- Morning News Anchor: We promoted a photojournalist to this position.
- Senior Producer: We promoted a Producer to this position
- General Manager: The employee serving as the Station's General Manager was hired by KLKN Lincoln Operations LLC prior to its acquisition of the Station on September 5, 2019 and began serving as General Manager of the Station following such acquisition.