

KLKN
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Writer/ Producer	1-4, 6-7, 12, 15-16, 19-20, 22-24, 26-31, 33-34, 36-43, 45-47	20
Marketing Director	1-4, 6-7, 14-16, 18-23, 26-31, 33-43, 45-47	20
Digital Content Producer	1-4, 6-7, 14-16, 18-20, 22-23, 27-31, 33-34, 36-43, 45-47	20
Morning Executive Producer	1-4, 6-7, 12, 14-16, 18-20, 22-23, 27-34, 36-43, 45-47	32
Account Executive	1-4, 6-7, 12, 14-20, 22-23, 27-31, 33, 36-43, 45-47	16
Account Executive	1-4, 6-7, 12, 14-20, 22-23, 27-31, 33, 36-43, 45-47	20
Sports Director	1-4, 6-7, 12-16, 18-20, 22-23, 27-31, 33-34, 36-43, 45-47	20
News Photographer	1-4, 6-7, 9, 11, 14-16, 18-19, 22-23, 27-31, 33-34, 36-37, 39-41, 43, 45-47	11
Promotions Producer	1-4, 6-7, 14-16, 18-20, 22-23, 27-31, 33-34, 36-37, 39-41, 43, 45-47	20
Multi-Media Journalist	1-4, 6-7, 12, 14-16, 18-20, 22-23, 27-31, 33-34, 36-37, 39-41, 43, 45-48	20
Multi-Media Journalist	1-4, 6-7, 12, 14-16, 18-20, 22-23, 27-31, 33-34, 36-37, 39-41, 43, 45-48	20
Multi-Media Journalist	1-4, 6-7, 12, 14-16, 18-20, 22-23, 27-31, 33-34, 36-37, 39-41, 43, 45-48	20
Writer/Producer	1-4, 6-7, 12, 14-16, 18-20, 22-23, 27-31, 33-34, 36-37, 39-41, 43, 45-47	20
Writer/Producer	1-4, 6-7, 12, 14-16, 18-20, 22-23, 27-31, 33-34, 36-37, 39-41, 43, 45-47	20
Creative Service Director	1-8, 12, 14-20, 22-23, 25-31, 33-34, 36-37, 39, 41, 43-48	20
Weekend Sports Anchor/MMJ	1-8, 12, 15-20, 22-23, 25-31, 33-34, 36-37, 39, 41, 43-47	16
News Producer	1-8, 12, 15-20, 22-23, 25-31, 33-34, 37, 39, 41, 43-47	20
News Producer	1-8, 12, 15-20, 22-23, 25-31, 33-34, 37, 39, 41, 43-47	20
News Producer	1-8, 12, 15-20, 22-23, 25-31, 33-34, 37, 39, 41, 43-47	16
Multi-Media Journalist	1-8, 12, 15-20, 22-23, 25-31, 33-34, 37, 39, 41, 43-47	20

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Account Executive	1-8, 12, 15-20, 22-23, 25-31, 33-34, 36-37, 39, 41, 43-47	12
Technical Media Operator	1-8, 12, 15-19, 22-23, 25-31, 33-34, 36-37, 39, 41, 43-48	12
News Producer	1-8, 12, 15-20, 22-23, 25-31, 33-34, 37, 39, 41, 43-47	20
News Producer	1-8, 12, 15-20, 22-23, 25-31, 33-34, 37, 39, 41, 43-47	20
News Producer	1-8, 12, 15-20, 22-23, 25-31, 33-34, 37, 39, 41, 43-47	20
News Producer	1-8, 12, 15-20, 22-23, 25-31, 33-34, 37, 39, 41, 43-47	20
News Producer	1-8, 12, 15-20, 22-23, 25-31, 33-34, 37, 39, 41, 43-47	20
Meteorologist	1-8, 10, 14-20, 22-23, 25-31, 33-34, 36-37, 39-41, 43-47	10
Meteorologist	1-8, 10, 14-20, 22-23, 25-31, 33-34, 36-37, 39-41, 43-47	16

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Asian Community & Cultural Center 144 N 44th St. Suite A Lincoln, Nebraska 68510 Phone : 402-477-3446 Email : info@lincolnasiancenter.org Natalie Wiebelhaus	N	0
2	Carver Talent, LLC 5319 Loon Nest Crt. Appollo Beach, Florida 33572 Phone : 813-625-2130 Email : ty@carvertalent.com Ty Carver	N	0
3	Central Community College- Hastings PO Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2424 Email : ksterner@cccneb.edu Kyle Sterner	N	0
4	Central Community College-Columbus PO Box 1027 Columbus, Nebraska 68602 Phone : 402-562-1210 Email : lhastreiter@cccneb.edu Lora Hastreiter	N	0
5	Central Community College-Grand Island PO Box 4903 Grand Island, Nebraska 68802 Phone : 402-461-2419 Email : ahays@cccneb.edu Andrea Hays	N	0
6	Clyde Malone Community Center 2032 U St. Lincoln, Nebraska 68503 Phone : 402-474-1110 Email : ishma.valenti@malonecenter.org Ishma Valenti	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Colorado State University 1101 Center Ave Mall Lory Student Center- Campus Delivery 8033 Fort Collins, Colorado 80523 Phone : 970-491-6310 Email : cla_jmcworkstudy@mail.colostate.edu Unknown Unknown	N	0
8	Community Action Partners 210 O St Lincoln, Nebraska 68508 Phone : 402-471-4515 Email : hr@communityactionatwork.org N/A N/A	N	0
9	Current Employee	N	1
10	Current Employee/Internal Promotion	N	1
11	Employee Referral	N	1
12	indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Url : http://www.indeed.com N/A N/A Manual Posting	N	8
13	Internal Candidate	N	1
14	Job Corps- Lincoln Office 941 O St Suite 723 Lincoln, Nebraska 68508 Phone : 402-471-2438 Email : clausen.shari@jobcorps.org Shari Clausen	N	0
15	KBSI-TV/WDKA-TV 806 Enterprise Cape Girardeau, Missouri 63703 Url : http://www.kbsitv.com Email : hr@kbsi23.com Law Duncan	N	0

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16	KLKN-TV Website/ Facebook / On-Air 3240 S 10th St Lincoln, Nebraska 68502 Phone : 402-436-2237 Url : http://www.klkntv.com Randy Ksionzek Manual Posting	N	17
17	Latino American Commission PO Box 94965 Lincoln, Nebraska 65809 Phone : 402-471-2791 Email : ricardo.alcala@nebraska.gov Ricardo Alcala	N	0
18	Lincoln Goodwill Job Connection 1731 O St Lincoln, Nebraska 68508 Phone : 402-438-2022 Email : aubry@lincolngoodwill.org Aubry Hoegemeyer	N	0
19	Lincoln Vet Center 3119 O St Suite A Lincoln, Nebraska 68510 Phone : 402-476-9736 Email : jason.walters11@va.gov Jason Walters	N	0
20	LinkedIn.com 1000 W. Maude Ave. Sunnyvale, California 94085 Url : http://www.linkedin.com N/A N/A Manual Posting	N	73
21	mediarecruiter.com 9457 S. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com N/A N/A Manual Posting	N	0

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22	NAACP PO Box 81322 Lincoln, Nebraska 68501 Phone : 402-457-4700 Email : lincolnbranchnaacp@gmail.com Dewayne Mays	N	0
23	Nebraska Broadcasters Association 11414 W Center Rd. Suite 342 Omaha, Nebraska 68114 Email : jim@ne-ba.org Jim Timm	Y	0
24	Nebraska Colleges Career Service 800 N Columbia Ave. Seward, Nebraska 68434 Phone : 402-643-7226 Email : nccsa@listserv.unl.edu Jason Barelman	N	0
25	Nebraska Indian Community Center PO Box 428 Macy, Nebraska 68039 Phone : 402-241-5950 Email : kolsen@thenicc.edu Kim Olsen	N	0
26	Northeast Community College PO Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7264 Email : crober12@northeast.edu Chandra Roberts	N	0
27	Ohio Center for Broadcasting 404 S Upham St. Lakewood, Colorado 80226 Phone : 303-937-7070 Email : tcuff@beonair.com Terry Cuff	N	0
28	Peru State College 600 Hoyt Peru, Nebraska 68421 Phone : 402-872-2436 Email : jeberly@peru.edu Jamie Eberly	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Rick Gevers & Associates 355 E Ohio St. Suite 303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Email : rick@rickgevers.com Rick Gevers	N	0
30	South Dakota State University PO Box 2230 Brookings, South Dakota 57007 Email : betty.nelson@sdsstate.edu Betty Nelson	N	0
31	Southeast Community College 8800 O St Lincoln, Nebraska 68520 Phone : 402-437-2622 Email : placement@southeast.edu Lynn Willey	N	0
32	Station Website	N	1
33	The Association of LGBTQ Journalists 2120 L St NW Suite 850 Washington, District of Columbia 20037 Url : nlgja.org Email : jobboard@nlgja.org Veronica Fernandez-Alvarado	N	0
34	tvjobs.com PO Box 4116 Ocean side, California 92052 Phone : 800-374-0019 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	0
35	tvnewscheck.com 24 W Lancaster Ave. Suite 205 Ardmore, Pennsylvania 19003 Phone : 484-412-8297 Url : http://www.tvnewscheck.com Paul Greiley Manual Posting	N	0

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36	University of Arizona 1303 E University Blvd. Suite 411 Tucson, Arizona 85721 Email : boykin1@email.arizona.edu Paloma Boykin	N	0
37	University of Kansas Stauffer-Flint Hall Lawrence, Kansas 6645 Phone : 785-864-0608 Email : utsler@ku.edu Max Utsler	N	0
38	University of Nebraska - Omaha 6001 Dodge Street EAB 115 Omaha, Nebraska 68182 Phone : 402-554-3672 Email : callen@unomaha.edu Joe Hayes	N	0
39	University of Nebraska- Kearney-Dept. of Communications 200 Nebraska Union Mitchell Center Library Kearney, Nebraska 68849 Phone : 308-865-8249 Email : careerserv@unk.edu Judy Spivey	N	0
40	University of Nebraska- Lincoln 1400 R St Lincoln, Nebraska 68588 Email : cojmccareers@unl.edu Andrea Gagghagen	N	0
41	University of South Dakota 414 E Clark St. Vermillion, South Dakota 50614 Email : cmj@usd.edu Job Listings	N	0
42	University of Wisconsin 975 Bascom Mall Madison, Wisconsin 53706 Email : aos@aos.wisc.edu Job Listings	N	0

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43	UNL- School of Journalism/ KRNU 148 Anderson Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Email : ralloway1@unl.edu Rick Alloway	N	0
44	Western Nebraska Community College 2620 College Park Scottsbluff, Nebraska 69361 Phone : 308-635-6346 Email : moserk1@wncc.edu Katie Moser	N	0
45	WLNE-TV 10 Orms St. Suite 300 Providence, Rhode Island 2904 Email : cgiarratano@abc6.com Christine Giarratano	N	0
46	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
47	York College 1125 E 8th St. York, Nebraska Phone : 402-363-5675 Email : tlwyatt@york.edu Tracey Wyatt	N	0
48	ZipRecruiter 401 Wilshire 11th Floor Santa Monica, California 90401 Url : www.ziprecruiter.com N/A N/A Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			103

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	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. Students were enrolled at the University of Nebraska - Lincoln campus.	4	News Director Intern Intern Intern
2	3/20/2024	Participation in events or programs sponsored by educational institutions	Chief Meteorologist was a guest speaker at a local Middle School over a two-day event on topics related to Meteorology as it pertains to the television industry. Highlighted the importance of education and experience needed to communicate to viewers in terms of relaying critical upcoming or current weather conditions and forecasts.	1	Chief Meteorologist
3	3/21/2024	Participation in events or programs sponsored by educational institutions	Chief Meteorologist was a guest speaker at the University of Nebraska - Lincoln with AMS students on topics related to Meteorology as it pertains to the television industry. Discussed career in Meteorology and how to best prepare to get a job in broadcast meteorology. Highlighted the importance of education and experience needed to communicate to viewers in terms of relaying critical upcoming or current weather conditions and forecasts especially during tornado season.	1	Chief Meteorologist

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4	3/27/2024	Participation in scholarship programs	2024 EEO Scholarship for NBA Foundation Scholarship Program: KLKN-TV, in conjunction with the Nebraska Broadcasters Association, participated in the 2024 Nebraska Broadcasters Association Foundation Student Scholarship Program. Applicants applied for scholarships under this program and two \$2,000 scholarships were awarded and funded by the NBA. KLKN 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. KLKN's GM participated on the review panel of applicants as well.	1	General Manager
5	4/4/2024	Participation in Job Fairs	Executive News Director & Promotion Manager set up a booth and reached out to numerous UNL students on UNL campus to discuss employment opportunities at KLKN-TV and how their education in Broadcast/Journalism would qualify them for open positions in the Broadcast industry.	2	Executive News Director Promotion Manager
6	4/8/2024	Participation in Job Fairs	The hiring unit participated in a Virtual Job Fair sponsored by the Nebraska Broadcasters Association. There were over 600 potential applicants and over 8,000 page views. Participation included posting of station job openings on website, on-air promotions for candidates to attend the virtual job fair and interviewing and responding to job seekers. The event lasted for one week.	2	News Director Business Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	5/17/2024	Participation in events or programs sponsored by educational institutions	Chief Meteorologist was a guest speaker at a local Elementary School 3rd grade class on topics related to Meteorology as it pertains to the television industry. Discussed my career in Meteorology. Highlighted the importance of education and experience needed to communicate to viewers in terms of relaying critical upcoming or current weather conditions and forecasts especially during tornado season.	1	Chief Meteorologist
8	7/29/2024	Participation in Job Fairs	The hiring unit participated in a Virtual Job Fair sponsored by the Nebraska Broadcasters Association. There were over 600 potential applicants and over 8,000 page views. Participation included posting of station job openings on website, on-air promotions for candidates to attend the virtual job fair and interviewing and responding to job seekers. The event lasted for one week.	2	Executive News Director Business Manager
9	8/6/2024	Hosting of Job Fair	Participation in the hosting of the Nebraska Broadcasters Association Job fair held at the Embassy Suites. Hiring managers attended the job fair, spoke with potential candidates and distributed information about KLKN.	3	Business Manager General Manager Director of Sales
10	10/7/2024	Participation in Job Fairs	The hiring unit participated in a Virtual Job Fair sponsored by the Nebraska Broadcasters Association. There were over 600 potential applicants and over 8,000 page views. Participation included posting of station job openings on website, on-air promotions for candidates to attend the virtual job fair and interviewing and responding to job seekers. The event lasted for one week.	2	Executive News Director Business Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	12/13/2024	Participation in events or programs sponsored by educational institutions	Chief Meteorologist was a guest speaker at a local High School class on topics related to Meteorology as it pertains to the television industry. Spoke about the Arbor Day tornado outbreak and how the storm came together. Discussed my career in Meteorology. Highlighted the importance of education and experience needed to communicate to viewers in terms of relaying critical upcoming or current weather conditions and forecasts especially during tornado season.	1	Chief Meteorologist
12	1/6/2025	Participation in Job Fairs	The hiring unit participated in a Virtual Job Fair sponsored by the Nebraska Broadcasters Association. There were over 600 potential applicants and over 8,000 page views. Participation included posting of station job openings on website, on-air promotions for candidates to attend the virtual job fair and interviewing and responding to job seekers. The event lasted for one week.	2	Executive News Director Business Manager