

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2016 - January 31, 2017

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				24
C2	Internal Candidate / WorkLife				26
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			53
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	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	
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	

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C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
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	2
C37	Monster.com (14 days) US Locations	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	6
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		1
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		29
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		1
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	3
C114	Talent Dynamics / Sandra Connell	600 E Las Colinas Blvd. #100 Irving, TX 75039	Sandra Connell connell@talentdynamics.com	214-640-3139	
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				17
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		10
C146	Development Test Emedia	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C153	TV News Check	24 West Lancaster Ave., Suite 205 Ardmore, PA 19003	tvnewscheck.com		

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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	Peter Orlik orlik1pb@cmich.edu	989-774-3851	
L4	Creighton University	2500 California Plaza Omaha, NE 68131	Cheri Jackson careercenter@creighton.edu	402-280-2723	
L5	Emerson College *	113 Gray St. Arlington, MA 65802	Mary Sullivan careers@emerson.edu	781-647-1077	
L6	Iowa Workforce Development	300 W. Broadway Suite 13 Council Bluffs, IA 51503	Carol Morgan Carol.Harberts-Morgan@iwd.iowa.gov	712-242-2131	
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	Phillip Marple Phillip.Marple@nebraska.gov	402-595-3035	
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 and Jodeane B 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	1
L16	Allaccess.com	28955 Pacific Coast Hwy 210 Malibu, CA 90265	http://www.allaccess.com/	310-457-6616	4
L17	Collective Talent*	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	

Total Number of Interviewees Referred: 189

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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 -RAD	C1, C2, C3, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17, L18	C130
Account Exec, Integrated	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C49, C97, C100, C116, C130, C131, C146, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C1
Account Exec, Integrated	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C49, C97, C100, C116, C130, C131, C146, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3
Account Exec, Integrated	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C49, C97, C100, C116, C130, C131, C146, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C130
Account Exec, Radio	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C37, C43, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C1
Director II	C1, C2, C3, C69, C100, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3
General Manager, TV	C1, C2, C3, C5, C69, C95, C97, C98, C100, C114, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C1
Mgr, General Sales-RAD	C1, C2, C3, C95, C97, C98, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17	C1
Mgr, Promotion-RAD	C1, C2, C3, C49, C96, C98, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18	L16
Morning News Anchor	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C2
Multimedia Journalist	C1, C2, C3, C49, C97, C100, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3
Multimedia Journalist	C1, C2, C3, C5, C19, C26, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C19
Multimedia Journalist	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3
Multimedia Journalist	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C1
Multimedia Journalist	C1, C2, C3, C5, C26, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C130

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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]
News Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C97, C100, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C97
News Producer	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C1
Photographer II	C1, C2, C3, C100, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3
Photographer II	C1, C2, C3, C100, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3
Photographer II	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3
Photographer II	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C2
Photographer II	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C130
Photographer III	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C2
Producer	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C130
Producer, Creative Services	C1, C2, C3, C49, C95, C97, C100, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C95
Producer, Digital Marketing	C1, C2, C3, C100, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C2
Radio On-Air Host	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17	L16
Radio Promotions Asst II	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17	C2
Reporter	C1, C2, C3, C100, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C2
Sales Assistant - TV	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C37, C43, C69, C97, C100, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3

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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]
Sales Support Assoc II - TV	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C100, C116, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3
Sports Anchor	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3
Sr Dir, Sales (TV)	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C97, C100, C116, C153, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C3
Sr IT Broadcast Engineer	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C95, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17, L18	C134
Studio Tech I	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C2
Studio Tech I	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C2
Traffic Log Editor, Local	C1, C2, C3, C100, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	C1

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>The TV and Radio VP/GMs, news director and digital director participated in the "Springboard Your Career Event" hosted by the University of Nebraska-Lincoln College of Journalism and Mass Communications Friday, March 4, 2016. They discussed broadcast career opportunities, including sports freelancing opportunities.</p>
<p>Hosting at least one job fair.</p>	<p>Scripps Omaha hosted a job fair March 8, 2016 at the Ralston Arena. The station encouraged clients to participate in the job fair. In exchange for purchasing a booth, the station promoted the event over their airwaves, website, listener emails and Facebook starting ten days before the job fair. Thirty-seven clients participated in the job fair. The event was broadcast live on KEZO-FM.</p> <p>Scripps Omaha hosted a job fair June 14, 2016 at the Ralston Arena. The station encouraged clients to participate in the job fair. In exchange for purchasing a booth, the station promoted the event over their airwaves, website, listener emails and Facebook starting ten days before the job fair. Twenty-seven clients participated in the job fair. The event was broadcast live on KEZO-FM.</p> <p>On September 13, 2016, Scripps Omaha hosted the Big Fall Job Fair at the Ralston Arena. Twenty-seven clients participated in the job fair. In exchange for purchasing a booth at the job fair, our radio stations promoted the event over our airwaves, websites, listener emails and Facebook 10 days prior to the job fair.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>KMTV hired 3 interns for the summer of 2016. One intern was from the University of Nebraska-Omaha; one intern was from the University of Nebraska-Lincoln and the third intern was from Pepperdine University. The internship provided the students with real-world experience and a unique insight into newsroom operations. The interns learned alongside newsroom management, reporters, photographers, producers and assignment desk editors. The interns learned to conduct interviews, research stories, write broadcast news, shoot stories and stand-ups.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>Scripps Omaha participated in the Nebraska Broadcasters Association's EEO Scholarship Program for 2015 and 2016 (two year cycle). A monetary contribution was made in 2015; the stations aired spots on air January 1-February 29, 2016 promoting the availability of the scholarship program; applications were distributed to interested students; the TV VP/GM reviewed all applications; and the NBA EEO Scholarship Committee selected two \$1500 scholarship winners in April 2016. Scholarship winners were recognized at the August Nebraska Broadcasters Association Convention.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Members of the management team (VP/GM, Digital Director, Creative Services Director, Local Sales Manager, National Sales Manager, HR Business Partner) spoke with students from the University of Nebraska-Omaha's Principles of Creative Advertising class on April 12, 2016 at the station. Students received a tour of the facility and learned the fundamentals of radio and television advertising. Managers also talked about their department's role in the organization and the jobs in their respective department.

The TV and Radio VP/GMs, Digital Director, News Director and HR Business Partner met with University of Nebraska-Omaha communication students April 7, 2016 and shared our new "Sports Site" concept driven by Radio, TV and digital platforms and encouraged them to get involved if they had an interest. We also discussed open positions, including a cross-platform content gatherer and three summer internships in our news department.

The Program Director participated in the High School Media Conference sponsored by the University of Nebraska-Omaha School of Communications on April 5, 2016. The P.D. served as a panel member for communications careers Q&A for high school students considering a career in media and communications.

The television station ran on-air promotions to support the University of Nebraska-Kearney's Electronic Media Camp June 12-17, 2016. The program was created in an effort to mine future talent for Nebraska TV and radio markets. The promotions ran April 27-May 6, 2016.

The Radio VP/GM spoke to the Radio II students at the University of Nebraska-Omaha November 15, 2016. The GM spoke about his career in broadcasting (TV and Radio), job prospects, opportunities currently available at the Omaha TV and Radio stations, skills hiring managers are looking for in college graduates and spoke about the ups and downs of radio and television and how the two medias converge.

One of our MMJs attended the 8th annual Career Day at Holling Heights school on January 24 for three separate 20-minute breakout sessions. During each session, the MMJ talked about her job duties, how she finds stories, how she puts together a story, why she choose this profession and how she gets to tell stories for a living. The students role played as a reporter, photographer and interviewee.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>The HR Business Partner attended the Cline Williams 18th Annual Employment Law Forum in Omaha on September 27, 2016. Topics included: an interactive update on recent EEO developments and cases; recruiting and hiring: keys to effective recruiting practices; protecting company secrets; recent developments in employee benefits; implementing changes to the FLSA's white-collar exemptions; and emerging employment law issues.</p>
<p>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.</p>	<p>An Essex High School senior participated in a job shadow on February 25, 2016 with our AM 590 ESPN staff. The job shadow encompassed observing pre-show preparation for our show "THE DRIVE" as well as participating as a guest at the end of the four hour sports talk show.</p>
	<p>A student from Bellevue Public Schools participated in a job shadow March 24, 2016 with our AM 590 ESPN on-air staff. The student was involved in both pre-show preparation for "THE DRIVE" (four hour talk show) and learned about topic development, recording and podcasting.</p>
	<p>Newscast Production, Creative Services, News and Digital employees spent time April 19, 2016 with a Ralston High School student who requested a job shadow.</p>
	<p>Two high school students (participating in Iowa Western Community College's Career Exploration Program) received a tour of the station on July 20, 2016 by our radio sales assistant. The program helps connect high school students to work-based learning opportunities.</p>