

Annual EEO- VSS Catholic Communications, Inc., an (EEO) Equal Opportunity Employer

Omaha Operations KVSS, Grand Island Operations KJWM, Hartington Operations KOLB and North Platte Operations KFJS.

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

VSS Catholic Communications, Inc. is an Equal Opportunity Employer and is committed to providing equal employment opportunity to all qualified individuals without regard to race, age, gender, color, religious belief, national origin, marital status, veteran status, disability, or any other characteristic protected by law in all personnel actions. VSS Catholic Communications, Inc. is dedicated to providing broad outreach regarding job vacancies. We seek the help of local organizations in referring qualified applicants for employment. Referral organizations that wish to receive our job vacancy information should contact Jim Carroll at jimc@kvss.com or call 855-571-0200. Please include the organization name, contact person, mailing address, e-mail address, telephone number and fax number.

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of Radio Station(s) KVSS, KJWM, KOLB and KFJS and is required to be placed in the public inspection files and posted on the station's website.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

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

Annual EEO Public Report - attached

Outreach Initiative Recordkeeping Worksheets - attached

Recruitment resources utilized to fill each vacancy - attached

Annual EEO Public Reports

KVSS (FM), OMAHA, NEBRASKA with a satellite office in Lincoln, Nebraska and KJWM (FM) Grand Island, Nebraska, KOLB Hartington, Nebraska and KFJS North Platte, Nebraska

EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT

This is the report required by Section 73.2080(c)(6) of the Rules of the Federal Communications Commission for broadcast station employment units with five or more full-time employees. It is to be included in our public file on or before the anniversary of our renewal of license application, which is June 1 of each year. Our "employment unit" consists of KVSS (FM) Omaha, Nebraska with a satellite office in Lincoln, Nebraska, KJWM (FM) in Grand Island, Nebraska, KOLB, Hartington, Nebraska and KFJS, North Platte, Nebraska.

PERIOD COVERED: February 1, 2018 through January 31, 2019.

I. LIST OF FULL-TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD (BY JOB TITLE):

Position	Recruit Source	# Apps	#Interviews	Hire Source
Assistant Program Director	4, 8, 10, & 13	6	4	8

The position(s) above required the incumbent to be a practicing Catholic.

II. RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES:

See attached list of recruitment sources

III. DESCRIPTION OF INITIATIVES LISTED IN 47 CFR §73.2080(c)(2) TAKEN BY OUR EMPLOYMENT UNIT

See attached document: Outreach Initiative Activities

Outreach Initiative

VSS Catholic Communications, Inc.

Outreach Initiative Activities

Annual Reporting Period 2/1/18 to 1/31/19

Station: KVSS & KJWM & KOLB & KFJS

Date: June 26, 2018

Activity: Spirit Catholic Radio Job Fair / Open House

Participating Employees: Executive Director: Jim Carroll, Program Director: Bruce McGregor, Marketing Director: Kelly Miller, Development Directors Bernie Schaefer & Wayne Crome and Underwriting Director Mary Jorgensen

Host/Organizations/Agencies Involved: Hosted by Spirit Catholic Radio held at the Omaha Studios, Lincoln Studios and Grand Island Studios

Brief description of activity and station participation:

Provided information about radio station KVSS, KJWM, KFJS & KOLB. Open to receive resumes from college students and possible paid internships.

Station: KVSS & KJWM & KOLB & KFJS

Date: June 27, 2018

Activity: Management Training Regarding EEO policy and Anti-Discrimination.

Participating Employees: Executive Director Jim Carroll, Bruce McGregor, Bernie Schaefer, Kelly Miller, & Mary Jorgensen

Host/Organizations/Agencies Involved: In-house training and review of EEO policies and FCC compliance to EEO. Held in-house.

Brief description of activity and station participation:

Reviewed materials from the NBA meeting of March 23, 2005. Reviewed the VSS Catholic Communications policy as written in the employee handbook. Reviewed materials from off the web concerning EEO. Reviewed materials provided from Waitt Media's director of Human resources

regarding their EEO policy to assist in revisions to the official policy for VSS Catholic Communications. Reviewed how to prevent discrimination in all facets of the employment process including recruiting, interviewing, selection, and hiring. Added new material from Nebraska Broadcasters info on EEO policy.

Station: KVSS & KJWM & KOLB

Date: February 1, 2018 - January 31, 2019

Activity: Broadcast Educational Tours

Participating Employees: Jim Carroll, Executive Director; Bernie Schaefer, Vice President of Development, Bruce McGregor, and Lincoln & GI Development Directors.

Host/Organizations/Agencies Involved: Network wide - Omaha & Lincoln & Grand Island Studios

Brief description of activity and station participation:

Provide tours of our stations to various groups and organizations. The tours include viewing the studios, the Chapel of the Word Incarnate, meeting station employees, learning the various aspects of how radio works such as the sale of underwriting time, producing spots and promos, how we select what music or programming to play and provide information on internships and employment opportunities.

Tours provided for the following organizations:

Students from area Catholic High Schools. Cub Scout and girl scout groups from several area schools. Squires and Knights of Columbus groups. Boy Scout troops and Merit badge classes.

Station: KVSS & KJWM & KOLB & KFJS

Date: Broadcast Internship

Activity: February 1, 2018 - January 31, 2019

Participating Employees: Jim Carroll, Executive Director, Sandy Smith, Production Manager and Bruce McGregor, Program Director, Jen Brown & Matt Willkom of Spirit Mornings and Ann O'Toole, Outreach Associate.

Host/Organizations/Agencies Involved: Various High Schools, University of Nebraska at Omaha and Creighton University.

Brief description of activity and station participation:

Offered on-the-job type experience and training to various High School and College students including Creighton, UNO, UNL and Central Community College, Hastings. The interns worked side-by-side with employees in the Programming Department and General Office areas. The following people had internships with KVSS: No official prospects, however, over 35 students from throughout Omaha, Lincoln, Columbus, Grand Island & Westpoint areas participate in the production and hosting of weekly program titled "Witness, the time for action is now". All aspects of radio production are taught with this program. John Soukup and Paula Bastian, both 1099 employees, provide training to all involved.

Station: KVSS & KJWM & KOLB & KFJS

Date: Broadcast Scholarship

Activity: March - April 2018

Participating Employees: Jim Carroll, Executive Director

Host/Organizations/Agencies Involved: Participated in the Nebraska Broadcasters Scholarship Program.

Brief description of activity and station participation: Provided on the air announcements, web site page, e-mail blast and newsletter article about scholarship availability. Took in and submitted zero applications and reviewed over 15 applications and scored them. Provided funding for the scholarship program.

RECRUITMENT RESOURCES FOR SPIRIT CATHOLIC RADIO – KVSS, KOLB, KJWM & KFJS

#1 Bellevue University
Attn: Career Services
1000 Gavin Road South
Bellevue, NE 68005
Phone: 291-8100
Fax: 293-2043

#2 Nebraska Workforce Development
of Omaha
5404 Cedar Street
Omaha, NE 68106
Phone: 457-2598
Fax: 457-2607

#3 Buena Vista Community College
Attn: Career Services
2700 College Road
Council Bluffs, IA 51503
Phone: 328-0788
Fax: 322-8604

#4 Word of mouth / Employee Refer

#5 Iowa Western Community College
Attn: Career Services
2700 College Road
Council Bluffs, IA 51503
Phone: 325-3200
Fax: 325-3424

#6 Omaha World Herald
Want- ads Dept

#7 Metro Community College
www.mccneb.edu/employers

#8 Over the Air on KVSS, KOLB, KJWM & KFJS

#9 Creighton University
Attn: Career Services
2500 California Plaza
Omaha, NE 68131
Phone: 280-2722
Fax: 280-3450

#10 KVSS Website

#11 University of Nebraska at Omaha
Attn: Career Services
Fax: 554-3383

#12 Aureus Group Recruiting
Bob Giddings
402-891-6900

#13 National Broadcasters Assoc. (NBA)
Attn: Jim Timm
11414 W. Center Rd., Suite 342
Omaha, NE 68144
P 402-933-5995 F 402-933-0059

#14 Celebrity Staffing
Valerie at 402-938-2000

#15 Catholic Radio Update eNewsletter
Mike.Doner@Q.com

#16 Diocesan Newspapers:
Archdiocese of Omaha
Diocese of Lincoln
Diocese of Grand Island

There are currently no organizations that have requested that KVSS send job posting information when a position becomes available.

Updated December 2018