

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

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

Period covered: February 1, 2021 - January 31, 2022

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, KETT 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, NE , KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE,
KFJS-FM North Platte, NE, KETT-FM Mitchell, NE**

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, NE , KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE, KFJS-FM North Platte, NE, KETT-FM Mitchell, NE

PERIOD COVERED: February 1, 2021 through January 31, 2022.

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

Position Source	Recruit Source	# Apps	#Interviews	Hire
Community Engagement Associate	8, 9, 10, 11, 12, 13	16	6	11
Production Manager	8, 9, 11, 12, 13	4	2	13
Operations Director	13	2	2	13

The positions 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 Initiatives

VSS Catholic Communications, Inc. Outreach Initiative Activities

Annual Reporting Period 2/1/21 to 1/31/22

1. Stations: KVSS-FM, Omaha, NE , KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE, KFJS-FM North Platte, NE, KETT-FM Mitchell, NE

Date: December 29, 2021

Activity: Spirit Catholic Radio Job Fair / Open House

Participating Employees: Executive Director: Jim Carroll, Program Director: Jeb Eischeid, Development Directors Bernie Schaefer & Wayne Crome, Operations Director Greg Youell, and Underwriting Director Mary Jorgensen

Host/Organizations/Agencies Involved: Hosted by Spirit Catholic Radio held at the Omaha Studios

Brief description of activity and station participation: Provided information about radio station KVSS, KJWM, KFJS, KOLB & KETT. Open to received resumes.

2. Stations: KVSS-FM, Omaha, NE , KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE, KFJS-FM North Platte, NE, KETT-FM Mitchell, NE

Date: April 19-23, 2021

Activity: Nebraska Broadcasters Association (NBA) Online Job Fairs

Participating Employees: Executive Director: Jim Carroll, Program Director: Jeb Eischeid, Development Directors: Bernie Schaefer & Wayne Crome, Operations Director: Greg Youell, and Underwriting Director: Mary Jorgensen

Host/Organizations/Agencies Involved: Virtual Job Fair Hosted by Nebraska Broadcasters Association. Spirit Catholic Radio posted a part-time engineering position and received resumes.

Brief description of activity and station participation: Provided information online about radio station KVSS, KJWM, KFJS, KOLB & KETT. Received considerable interest in the part-time engineering position that was posted. Position was not offered to any candidates.

3. Stations: KVSS-FM, Omaha, NE , KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE, KFJS-FM North Platte, NE, KETT-FM Mitchell, NE

Date: August 10 – 11, 2021

Activity: NBA Seminar: Eight Steps to EEO Compliance.

Participating Employees: Executive Director Jim Carroll, Programming Director Jeb Eischeid, Operations Director Greg Youell, Development Director Bernie Schaefer, Marketing Director Valeri McMahon, & Underwriting Director Mary Jorgensen

Host/Organizations/Agencies Involved: Nebraska Broadcasters Association event and subsequent in-house training and review of EEO policies and FCC compliance to EEO. Held in-house.

Brief description of activity and station participation: Executive Director and Operations Director attended the Eight Steps to EEO Compliance session at the NBA meeting on August 10th, 2021. Information and materials from the NBA meeting was distributed to staff following the event. In addition, management 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 (NRG) 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 from NBA conference August 13, 2019.

4. Stations: KVSS-FM, Omaha, NE , KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE, KFJS-FM North Platte, NE, KETT-FM Mitchell, NE

Date: February 1, 2021 - January 31, 2022

Activity: Broadcast Educational Tours

Participating Employees: Jim Carroll, Executive Director; Bernie Schaefer, Vice President of Development; Greg Youell, Operations Director; Jen Brown, Spirit Mornings Co-Host; Valeri McMahon, Marketing Director; Jackie Klausner, Community Engagement Coordinator.

Host/Organizations/Agencies Involved: Network wide - Omaha

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, grade schools, parish youth groups and other faith-based organizations. Tours resumed in 2021 after the “pandemic year” of 2020, but not to the pre-COVID levels.

5. Stations: KVSS-FM, Omaha, NE , KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE, KFJS-FM North Platte, NE, KETT-FM Mitchell, NE

Date: Broadcast Internship

Activity: February 1, 2021 - January 31, 2022

Participating Employees: Jim Carroll, Executive Director, Sandy Smith, Production Manager and Bruce McGregor, Program Director, Jen Brown & Matt Willkom of Spirit Mornings and Ann Eatherton, Volunteer Coordinator.

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 20 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. Paula Bastian, a 1099 employee, provides training to all involved.

6. Stations: KVSS-FM, Omaha, NE , KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE, KFJS-FM North Platte, NE, KETT-FM Mitchell, NE

Date: Broadcast Scholarship

Activity: March - April 2021

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 7 applications and scored them. Provided funding for the scholarship program.

RECRUITMENT RESOURCES FOR SPIRIT CATHOLIC RADIO NETWORK

– KVSS, KOLB, KJWM, KFJS & KETT

#1 Bellevue University

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

#2 LinkedIn.com

#3 Iowa Western Community College

Attn: Career Services
2700 College Road
Council Bluffs, IA 51503
Phone: 325-3200
Fax: 325-3424

#4 Metro Community College

www.mccneb.edu/employers

#5 Creighton University

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

#6 University of Nebraska at Omaha

Attn: Career Services
402-891-6900

#7 University of Nebraska at Lincoln

#8 National Broadcasters Assoc. (NBA)

Attn: Jim Timm
11414 W. Center Rd., Suite 342
Omaha, NE 68144
P 402-933-5995 F 402-933-0059

#9 Catholic Radio Update eNewsletter

Mike.Doner@Q.com

#10 Diocesan Newspapers:

Archdiocese of Omaha
Diocese of Lincoln
Diocese of Grand Island

#11 Over the Air on KVSS, KOLB, KJWM, KFJS & KETT

#12 KVSS Website

#13 Word of mouth / Employee Refer

#14 Indeed.com

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

Updated December 2021

