

Annual EEO Public Report January 2024

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

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

Period covered: February 1, 2023 - January 31, 2024

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, KFJS and KEJS 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 and KEJS-FM Sargent, 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 and KEJS – FM Sargent.

PERIOD COVERED: February 1, 2023 through January 31, 2024.

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
Sales Director	8, 9, 11, 12, 13, 14, 16	4	2	13
Operations Director	2, 8, 9, 11, 12, 13, 14, 16	8	4	11
Community Engagement Assoc	8, 10, 11, 12, 13, 14, 15, 17, 18	4	3	18
Gift Processing	8, 10, 11, 12, 13, 14, 15, 17	2	2	11

The Operations Director & Community Engagement 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 2/1/23 to 1/31/24

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

Date: December 29, 2023

Activity: Spirit Catholic Radio Job Fair / Open House

Participating Employees: Vice-President of Development Bernie Schaefer; Operations Director Eric Svoboda & Marketing Director Valeri McMahon.

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

Brief description of activity and station participation: Provided information about radio station KVSS, KJWM, KFJS, KOLB, KEJS & KETT. Open to receive 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 and KEJS-FM Sargent, NE

Date: November 17, 2023 At Roncalli High School and January 30, 2024 at St. Columbkille

Activity: Participation in area High Schools job Fairs – in person

Participating Employees: Program Director Jeb Eischeid, Marketing Director Valeri McMahon & Community Engagement Associate Amber Thelen.

Host/Organizations/Agencies Involved: Job Fair Hosted by Roncalli Catholic and St. Columbkille in Nebraska. Spirit Catholic Radio posted a full-time engineering position and Community Engagement Specialist.

Brief description of activity and station participation: Provided information online about radio station KVSS, KJWM, KFJS, KOLB, KETT and KEJS. Received interest in the community engagement 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 and KEJS-FM Sargent, NE

Date: August 6-7, 2023

Activity: Nebraska Broadcasters Association (NBA) Annual Convention Seminars

Participating Employees: Executive Director Jim Carroll, Programming Director Jeb Eischeid, Marketing Director Valeri McMahon, Production Manager Damian Montez.

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

Brief description of activity and station participation: Executive Director attended the management and legal sessions at the NBA meeting on August 6th, 2023 that covered FCC updates, employment and human resources management, and leadership training. Information and materials from the NBA meeting were reviewed following the event, including FMLA, ADA, security assessments & FLSA compliance. Management reviewed the VSS Catholic Communications policy as written in the employee handbook. Reviewed materials from the web concerning EEO. Reviewed materials provided from attorney who specializes in employment law and works with a variety of industries, including media. Other staff members attended sessions on sales, programming and other topics of interest to the radio and media industry.

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

Date: February 1, 2023 - January 31, 2024

Activity: Broadcast Educational Tours

Participating Employees: Executive Director Jim Carroll, Vice President of Development Bernie Schaefer, Operations Director Eric Svoboda, Spirit Mornings Co-Host Jen Brown, Marketing Director Valeri McMahon, Community Engagement Coordinator Jackie Hoehne, Administrative Assistant Mary Lempke.

Host/Organizations/Agencies Involved: Network wide - Omaha

Brief description of activity and station participation: Tours of our facility provided to various groups and organizations, such as Catholic schools, parish youth groups and other faith-based organizations. The tours include viewing the studios, the Chapel of the Word Incarnate, meeting station employees, learning the various aspects radio such as the sale of underwriting time, producing spots and promos, the selection of programming and information on internships and employment opportunities.

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

Date: February 1, 2023 - January 31, 2024

Activity: Broadcast Internship

Participating Employees: Executive Director Jim Carroll, Production Manager Damian Montez, Spirit Mornings Co-Hosts Bruce McGregor & Jen Brown, Community Engagement Coordinator Jackie Hoehne.

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

Brief description of activity and station participation: Offered on-the-job type experience and training to various High School and College students including UNO, UNL, Metro Community College, at other institutions of higher education. The interns worked side-by-side with employees in the Programming Department and General Office 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. A paid intern was hired during the summer of 2023, Hannah Beran, to assist in the Community Engagement and Marketing department.

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

Date: On-air announcements and on website January 1- March 1, 2023 and 2024

Activity: Nebraska Broadcasters Association (NBA) Broadcast Scholarship

Participating Employees: Executive Director Jim Carroll

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

Brief description of activity and station participation: Each year the NBA Foundation offers scholarships to assist college students enrolled in broadcasting-related educational programs. Application period runs until March 1, 2023 and 2024. Provided on-air announcements, web site page, e-mail blast and newsletter article about scholarship availability. Took in and submitted zero applications and reviewed 8 applications and scored them. Provided funding for the scholarship program.

7. Stations: KVSS-FM, Omaha, NE, KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE, KFJS-FM North Platte, NE, KETT-FM Mitchell, NE and KEJS-FM Sargent, NE

Date: October 26, 2023

Activity: Downloaded, printed and posted "Know Your Rights" Poster as well as other training materials from the following website and reviewed with hiring directors at the station:
<https://www.eeoc.gov/eeoc-publications>

Participating Employees: All hiring directors

Host/Organizations/Agencies Involved: EEOC website and internal review.

Brief description of activity and station participation: Reviewed EEO materials with directors.

RECRUITMENT RESOURCES FOR SPIRIT CATHOLIC RADIO NETWORK

– KVSS, KOLB, KJWM, KFJS, KETT & KEJS

#1 Bellevue University

Attn: Career Services
1000 Gavin Road South
Bellevue, NE 68005
Phone: 291-8100
Fax: 402-293-2043

#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
Phone: 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
Phone: 402-933-5995
Fax 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

#15 Handshake.com for area universities

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

Updated January 2023