

# Annual EEO Public Report January 2025

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, Sargent Operations KEJS, O'Neill Operation KONL, Valentine Operations KVEJ, and Ogallala Operations KETW**

**Period covered: February 1, 2024 - January 31, 2025**

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, KEJS, KONL, KVEJ, and KETW 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, KEJS-FM Sargent, NE, KONL-FM O'Neill, NE, KVEJ-FM Valentine, NE, and KETW-FM Ogallala, 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, NE, KONL-FM O'Neill, NE, KVEJ-FM Valentine, NE, and KETW-FM Ogallala, NE.

PERIOD COVERED: February 1, 2024 through January 31, 2025.

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

<b>Position</b>	<b>Recruitment Source</b>	<b># Apps</b>	<b>Interviews</b>	<b>Hire Source</b>
Community Engagement	2,10,11,12,13,16,17,18,19	6	3	10
Community Engagement	2,10,11,12,13,16,17,18,19	4	2	10

The 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 2/1/24 to 1/31/25

1. **Stations:** KVSS-FM, Omaha, NE, KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE, KFJS-FM North Platte, NE, KETT-FM Mitchell, NE, KEJS-FM Sargent, NE, KONL-FM O'Neill, NE, KVEJ-FM Valentine, NE, KETW-FM Ogallala, NE.

**Date:** December 27, 2024

**Activity:** Spirit Catholic Radio Job Fair / Open House

**Participating Employees:** Executive Director Jim Carroll, Vice-President of Development Bernie Schaefer, & 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, KETT, KEJS, KONL, KVEJ, and KETW. 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, KEJS-FM Sargent, NE, KONL-FM O'Neill, NE, KVEJ-FM Valentine, NE, KETW-FM Ogallala, NE.

**Date:** January 28, 2025 at St. Columbkille in Nebraska

**Activity:** Participation in area Job Fairs – in person

**Participating Employees:** Marketing Director Valeri McMahon & Community Engagement Associate Amber Thelen.

**Host/Organizations/Agencies Involved:** Job Fair Hosted St. Columbkille in Nebraska. Spirit Catholic Radio posted a full-time Community Engagement Coordinator.

**Brief description of activity and station participation:** Provided information about radio station KVSS, KJWM, KFJS, KOLB, KETT, KEJS, KONL, KVEJ, and KETW. Shared information on current and potential employment opportunities.

3. **Stations:** KVSS-FM, Omaha, NE, KJWM-FM Grand Island, NE, KOLB-FM Hartington, NE, KFJS-FM North Platte, NE, KETT-FM Mitchell, NE, KEJS-FM Sargent, NE, KONL-FM O'Neill, NE, KVEJ-FM Valentine, NE, KETW-FM Ogallala, NE

**Date:** August 6-7, 2024

**Activity:** Nebraska Broadcasters Association (NBA) Annual Convention Seminars

**Participating Employees:** Executive Director Jim Carroll, Operations Director Eric Svoboda, Programming Director Jeb Eischeid, Production Manager Damian Montez, Chief Engineer Mark Voris.

**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 and Operations Director attended the management and legal sessions at the NBA meeting on August 6<sup>th</sup>, 2024 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. Printed materials from the <https://www.eeoc.gov/eeoc-publications> website and posted in various locations at the station office. 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, KEJS-FM Sargent, NE, KONL-FM O'Neill, NE, KVEJ-FM Valentine, NE, KETW-FM Ogallala, NE.

**Date:** February 1, 2024 - January 31, 2025

**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 Amber Thelen, 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, KEJS-FM Sargent, NE, KONL-FM O'Neill, NE, KVEJ-FM Valentine, NE, KETW-FM Ogallala, NE.

**Date:** On-air announcements and on website January 1 – March 1, 2024 and January 1 – March 1, 2025

**Activity:** Nebraska Broadcasters Association (NBA) Broadcast Scholarship

**Participating Employees:** Executive Director Jim Carroll and Operations Director Eric Svoboda

**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, 2024 and 2025. Provided on-air announcements, web site page, e-mail blast and newsletter article about scholarship availability. Reviewed and scored 5 applications. Provided funding for the scholarship program.

## **RECRUITMENT RESOURCES FOR SPIRIT CATHOLIC RADIO NETWORK**

### **KVSS, KJWM, KOLB, KETT, KFJS, KEJS, KONL, KVEJ, and KETW**

#### **#1 Bellevue University**

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

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

#### **#2 LinkedIn.com**

#### **#9 Catholic Radio Update eNewsletter**

Mike.Doner@Q.com

#### **#3 Iowa Western Community College**

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

#10 Diocesan Newspapers and websites  
Archdiocese of Omaha  
Diocese of Lincoln  
Diocese of Grand Island

#### **#4 Metro Community College**

[www.mccneb.edu/employers](http://www.mccneb.edu/employers)

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

#### **#12 KVSS Website**

#### **#13 Word of mouth / Employee Refer**

#### **#14 Indeed.com**

#### **#5 Creighton University**

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

#### **#15 Handshake.com for area universities**

#### **#16 Facebook**

#### **#17 Instagram**

#### **#18 X (Formerly Twitter)**

#### **#6 University of Nebraska at Omaha**

Attn: Career Services  
Phone: 402-891-6900

#### **#19 SCR N Newsletter (over 11,000 subscribers)**

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

#### **#7 University of Nebraska at Lincoln**

Updated January 2025

#### **#8 National Broadcasters Assoc. (NBA)**