

EEO PUBLIC FILE REPORT

FOR

KETV-TV Omaha, NE

This EEO Public File Report
Covers the One-Year Period
Ending on 1/31/20

EEO Annual Public File Report

KETV

This EEO Public File Report is filed in Station KETV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending 1/31/20 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- * The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- * The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Kathi Blaha, Business Manager, KETV 1001 So. 10th St., Omaha, NE 68108 or 402-978-8972.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Associate- Entry Level Open Date: 11/19/2018 Hire Date: 2/4/2019	1-12, 14-15, 18-22, 25-26, 28-35, 37, 39-41, 43-45, 47, 49-56	29
Website Editor Open Date: 11/26/2018 Hire Date: 3/25/2019	1-12, 14-23, 25-26, 28, 30-35, 37, 39- 41, 43-45, 47, 49-56	5
General Assignment Reporter Open Date: 1/18/2019 Hire Date: 6/3/2019	1-12, 14-16, 18-26, 28, 30-35, 37-41, 43-56	23
Anchor Reporter Open Date: 1/24/2019 Hire Date: 4/29/2019	1-12, 14-16, 18-26, 28-35, 37-41, 43-56	5
Newscast Producer Open Date: 2/12/2019 Hire Date: 5/20/2019	1-12, 14-26, 28-35, 37-41, 43-56	5
Assistant Creative Services Director Open Date: 2/27/2019 Hire Date: 8/26/2019	1-12, 14-26, 28-35, 37-41, 43-56	17
Sales Account Executive Open Date: 4/11/2019 Hire Date: 8/26/2019	1-12, 14-16, 18-26, 28-35, 37-38, 40- 41, 43-56	29
Newscast Producer Open Date: 4/11/2019 Hire Date: 6/3/2019	1-12, 14-16, 18-22, 24-26, 28-35, 37- 38, 40-41, 43-56	50
Operations Manager Open Date: 4/24/2019 Hire Date: 6/2/2019	1-12, 14-22, 24-26, 28-35, 37-38, 40-56	17
Reporter Open Date: 7/16/2019 Hire Date: 8/26/2019	1-12, 14-22, 24-35, 37-38, 40-41, 43-56	5
Executive Assistant to the President/General Manager Open Date: 8/8/2019 Hire Date: 9/30/2019	1, 3-7, 9, 11-12, 14-16, 18-26, 28-35, 37-38, 40-41, 43-56	23
Operations Technician Open Date: 8/8/2019 Hire Date: 8/25/2019	3-7, 9, 11-15, 17-22, 24-26, 28-30, 32- 35, 37-38, 40-56	13
Operations Technician Open Date: 8/8/2019 Hire Date: 8/25/2019	3-7, 9, 11-15, 17-22, 24-26, 28-30, 32- 35, 37-38, 40-56	13
Media Sales Account Executive Open Date: 8/8/2019 Hire Date: 10/1/2019	3-7, 9, 11-12, 14-16, 18-26, 28-35, 37- 38, 40-41, 43-56	23

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Sales Account Executive Open Date: 8/22/2019 Hire Date: 9/2/2019	1, 3-16, 19-26, 28-35, 37-38, 40-41, 43-56	13
Digital Media Manager Open Date: 8/23/2019 Hire Date: 11/18/2019	1, 3-17, 19-26, 28-35, 37-38, 40-41, 43-56	13
Photographer Editor Open Date: 8/28/2019 Hire Date: 9/8/2019	1, 3-16, 19-26, 28-38, 40-41, 43-56	13
Sports Anchor Open Date: 8/28/2019 Hire Date: 9/1/2019	1, 3-17, 19-26, 28-35, 37-38, 40-41, 43-56	13
Sports Multi Media Reporter Open Date: 9/10/2019 Hire Date: 12/9/2019	1, 3-12, 14-17, 19-26, 28-35, 37-38, 40-41, 43-56	17
Photographer Editor Open Date: 9/11/2019 Hire Date: 10/7/2019	1, 3-12, 14-16, 19-22, 24-26, 28-35, 37-38, 40-41, 43-56	29
Photographer Editor Open Date: 10/7/2019 Hire Date: 11/3/2019	1-12, 14-16, 19-26, 28-35, 37-38, 40-41, 43-56	5

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 415-346-2051 Career Services Manual Posting	N	0
2	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
3	Bellevue University 1000 Galvin Road South Bellevue, Nebraska 68005 Phone : (402) 293-3775 Dorothy Graham Manual Posting	Y	0
4	Black College Radio & Television PO Box 3191 Atlanta, Georgia 30302 Phone : 404.523.6136 Email : LoJelks@aol.com Lo Jelks	Y	0
5	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : . Email : htv.careers@hearst.com HTV Careers	N	48
6	Central Community College 3134 West Highway 34 P.O. Box 4903 Grand Island, Nebraska 68802 Phone : (308) 398-4222 Email : gheath@cccneb.edu G Heath	Y	0
7	Central State University 1400 Brush Row Rd Wilberforce, Ohio 45384 Phone : (937) 376-6261 John Logan Manual Posting	N	0

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8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Billie	N	0
9	Columbia College in Chicago 600 S. Michigan Ave Chicago, Illinois 60605 Phone : 312-369-6844 Email : careercenter@colum.edu Valerie Robbins Prong 2 Ended Date: 10/11/2019	N	0
10	Columbia University Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : (212) 854-8608 Julie Hartenstein Manual Posting	N	0
11	Creighton University Multi-Cultural Affairs Dept. 2500 California Plaza Omaha, Nebraska 68178 Phone : 402-280-3895 D'Lynn Buck Manual Posting	Y	0
12	Creighton University Career Center 2500 California Plaza Omaha, Nebraska 68178 Phone : 402.280.2722 Email : cherijackson@creighton.edu Fax : 1-402-280-3450 Cheri Jackson	Y	0
13	Current Employee	N	6
14	Doane College 1014 Boswell Avenue Crete, Nebraska 68333 Phone : (800) 333-6363 Email : Gerry.johnson@doane.edu Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Drake University School of Journalism 118 Meredith Hall Des Moines, Iowa 50311 Phone : (515) 271-3867 Email : Jill.vanwyke@drake.edu Jill Van Wyke	N	0
16	Emma L. Bowen Foundation for Minority Interest 30 Rockefeller Plaza New York, New York 10012 Phone : 212-664-3486 Email : Sandra.Rice@nbcuni.com Sandra Rice	N	0
17	Employee Referral	N	22
18	Envoy, Inc 6910 Pacific Street Suite 102 Omaha, Nebraska 68106 Phone : (402) 558-0637 Email : hireme@envoyinc.com Fax : 1-402-558-0972 Career Services	N	0
19	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
20	Goods Entertainment 1 Winslow Rd Weston, Connecticut 06883 Phone : 203-341-0111 Email : agoodman@GoodsEntertainment.com Adam Goodman	Y	0
21	Hastings College P.O. Box 269 Hastings, Nebraska 68109 Phone : (402) 461-7387 Email : hccareerservices@hastings.edu Kimberly Graviette	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Hutchinson Community College Placement Office 1300 North Plum Hutchinson, Kansas 67501 Phone : (620) 665-3495 Email : kellyb@hutchcc.edu Fax : 1-620-728-8139 Betty Ann Kelly	Y	0
23	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : http://www.indeed.com/ Career Services Manual Posting	N	25
24	Iowa State University 215 Beach Rd Ames, Iowa 50011 Career Services Manual Posting	N	0
25	Iowa Western Community College Career Services 2700 College Road Council Bluffs, Iowa 51503 Phone : (712) 325-3200 Url : Technical Postings only Email : csmith@iwcc.cc.ia.us Chuck Smith	Y	0
26	Iowa Workforce Development Center 300 West Broadway Suite 1 Council Bluffs, Iowa 51503 Phone : (712) 329-9730 Randy Brookhart Manual Posting	Y	0
27	JournalismJobs.com . Oakland, California Phone : 510-508-7386 Career Services	N	1
28	Kansas State University Academic & Career Information Center 14 Holton Hall Manhattan, Kansas 66506 Phone : (785) 532-7494 Career Services Manual Posting	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	LinkedIn 2029 Stierlin Ct. Ste. 200 Mountain View, California 94043 Phone : 412-665-5205 Career Services	N	10
30	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
31	Medialine.com 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 800-237-8073 Url : http://www.medialine.com/ Email : medialine@medialine.com Career Services	N	0
32	Metropolitan Community College 204th & West Dodge Road Elkhorn, Nebraska 68022 Phone : 402-457-2331 Email : bmaass@mccneb.edu Bob Maass	N	1
33	Mississippi State University Department of Communications PO Box 9600 Mississippi State, Mississippi 39762 Phone : (662) 325-7952 Email : career@career.msstate.edu Allen Snow	N	0
34	National Association of Hispanic Journalists 1193 National Press Building Washington, District of Columbia 20045 Phone : (202) 662-7145 Anna Lopez	N	0
35	Nebraska Broadcasters Association 11414 West Center Road, Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Email : jim@ne-ba.org Jim Timm	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Nebraska Dept of Labor 550 South 16th St Lincoln, Nebraska 68508 Phone : 402-471-9000 Url : https://networks.nebraska.gov/vosnet/Default.aspx Career Services Manual Posting	N	1
37	Nebraska Wesleyan University 5000 St. Paul Avenue Lincoln, Nebraska 68504 Phone : (402) 465-2224 Email : career@nebrwesleyan.edu Geri Cotter	Y	0
38	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Url : www.nwmissouri.edu Career Services Manual Posting	N	0
39	Offutt Airman and Family Readiness Center 106 Peacekeeper Drive Ste 2N3 Offutt Air Force Base, Nebraska 68113 Phone : (402) 294-4329 Email : 55fss.fsfr.TransitionProgram@us.af.mil Trisha Long	N	0
40	Omaha Public School Career Center 3215 Cuming St. Omaha, Nebraska 68131 Phone : 402-557-2222 Email : hinfo@ops.org Doug Walker	N	0
41	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
42	Society of Broadcast Engineers Inc. 9102 No Meridian St, Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	0

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43	TV Jobs P.O. Box 4116 Oceanside, California 92056 Url : http://www.tvjobs.com/ Career Services Manual Posting	N	2
44	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
45	U.S Department of Veteran Affairs-Vocational Rehabilitation and Employment 1616 Capitol Avenue Suite 290 Omaha, Nebraska 68102 Phone : 402-221-7588 Email : roger.byer@va.gov Roger Byer	N	0
46	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas 72701 Career Services Manual Posting	N	0
47	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
48	University of Iowa 213 N Clinton St Suite C310 Iowa City, Iowa 52245 Career Services Manual Posting	N	0
49	University of Nebraska - Kearney Department of Communications Mitchell Center Kearney, Nebraska 68849 Phone : (308) 865-8412 Email : hansonre@unk.edu Fax : 1-308-865-1537 Keith Terry	Y	0

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50	University of Nebraska - Lincoln Broadcasting Department 202 Andersen Hall Lincoln, Nebraska 68588-0466 Phone : (402) 472-6856 Rick Alloway Manual Posting	Y	1
51	University of Nebraska at Omaha School of Communicatons 6001 Dodge Street Omaha, Nebraska 68182 Phone : (402) 554-4855 Email : mhilt@unomaha.edu Michael Hilt	N	1
52	University of North Texas P.O. Box 310589 Denton, Texas 76203 Phone : (940) 369-7838 Email : slocum@unt.edu Phyllis Slocum	N	0
53	University of Sioux Falls Career Services 1101 West 22nd Street Sioux Falls, South Dakota 57105 Phone : (605) 331-6740 Email : career@usiouxfalls.edu Career Services	N	0
54	Urban League of Nebraska 3040 Lake Street Omaha, Nebraska 68111 Phone : 402-453-9730 x122 Email : rozalyn.bredow@urbanleagueneb.org Rozalyn Bredow	Y	1
55	Wayne State College Career Services 111 Main Street Wayne, Nebraska 68787 Phone : (402) 375-7425 Email : careerservices@wsc.edu Fax : 1-313-577-4995 Career Services	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
56	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			119

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2019	Establishment of an intern program designed to assist members of the community	KETV continued to provide internship opportunities in the News Department for up to 7 students per semester in the Fall, Spring and Summer. They may shoot, edit, interview, write and gather material for news stories, assist with producing and research. Interns answer phones and listen to police scanners. Students get the chance to see the inner workings of the news department and learn what it takes to cover/research a story. We also assist interns in putting together their first resume tape. Interns typically work 16 hours per week in the Fall and Spring (24 in the Summer). They have three assignments that must be completed. They write and edit a VO, VSot and write/edit and track a package. During this reporting period 6 interns worked at KETV.	2	Assignment Editor News Director
2	2/4/2019	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role. Gabrielle Fields was the first SAA to complete this new training and was promoted to an Account Executive role.	4	GSM LSM DSM NSM

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	3/12/2019	Participation in events sponsored by community groups	KETV's Chief Meteorologist, Bill Randby, gave a weather presentation at King of Kings Church at a luncheon. He discussed all of the math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree. He also talked about being prepared for inclement weather. There were fifty adults that participated in this luncheon.	1	Meteorologist
4	3/15/2019	Participation in events or programs sponsored by educational institutions	KETV's Chief Meteorologist, Bill Randby visited Wheeler Elementary School. He discussed all of the schooling, math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist
5	3/26/2019	Participation in events or programs sponsored by educational institutions	KETV's Chief Meteorologist, Bill Randby visited Spring Lake Elementary 3rd grade class. He had discussions on all of the schooling, math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist

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6	3/28/2019	Participation in Job Fairs	<p>KETV and personnel for KETV's corporate parent attended a job fair hosted by the the Offutt Airman & Family Readiness Center and the Human Resource Association of the Midlands (HRAM). It is open to all active duty, DoD civilians, veterans, retirees, guard reserve, family members and the public. In addition to looking for career opportunities transitioning service members attending are encouraged to use the fair as a learning opportunity to research and explore new careers, start learning about the civilian workforce culture, and have one on one conversations with HR representatives to answer some of their questions and identify other potential career paths.</p> <p>This focus also gives the employers the opportunity to be actively involved in helping the transitioning service members transition out of the military and integrate into the civilian sector. The fair ran from 10AM to 1:30PM at the Bellevue Lied Activity Center.</p>	2	Dir. of Veteran Recruiting Operations Manager
7	4/15/2019	Participation in events or programs sponsored by educational institutions	Maggie Cunningham, Digital Media Manager spoke with a class at UNO. She discussed her job as Digital Media Manager and her previous job as producer and editor. The class is Media Storytelling and consists of about 30 students. She spoke for about 40 minutes.	1	Digital Media Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	4/19/2019	Participation in events or programs sponsored by educational institutions	Sarah Fili, Reporter participated in a Job shadow with a Metropolitan Community College-Elkhorn student. They talked about each department and how they contribute to the station. In the newsroom, they met with news producers, sports and anchors and talked to them about their job roles of writing, editing and anchoring the newscasts. They talked about Sarah's role from what is discussed in the news meeting, to setting up and interviewing people; then logging and editing that down in to a package for the air. Additional items discussed were trips anchors take to tell stories and the daily shoots sports goes out on. The importance of hair and makeup was discussed along with outside critiques from viewers and how to be successful in TV news. The competition was discussed in what sets us apart from them. A discussion about advertisements and the sales team was had as well as the maintenance of our tower and that it is located on North 72nd Street.	1	Reporter
9	4/24/2019	Participation in events or programs sponsored by educational institutions	Michelle Bandur, Senior Reporter, spoke at Thomas Elementary School on April. 24th to the students about her job as a news reporter and the importance of a good education and staying in school. They talk about the "news." She also talked with them about the mean note an anonymous bully sent to her and how she took the bully's dollar bill and helped create a free triathlon club for girls	2	Reporter News Director
10	4/24/2019	Participation in events or programs sponsored by educational institutions	KETV's Chief Meteorologist, Bill Randby visited Blumfield Elementary. We discussed all of the schooling, math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist

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11	4/27/2019	Sponsorship of events in the community designed to increase public awareness	KETV sponsored the Nebraska Science Festival @ Durham Museum. All of our meteorologist participated in this community event that showcases different types of science. Our meteorologist used different props to show the children how weather can change quickly. Much discussed on the fact that meteorologist are scientist and what types of education and software to predict the weather.	1	Meteorologist Meteorologist Meteorologist Meteorologist
12	6/5/2019	Participation in events or programs sponsored by educational institutions	Matt Serwe hosted a 6th grader at KETV. The 6th grader came prepared with a list of weather questions, ranging from how we can forecast weather, how radar works, and how tornadoes form. We discussed all the school, math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist
13	6/17/2019	Establishment of training programs for station personnel	Ariel Roblin, President and General Manager holds One on One Leadership Meetings with individual employees and groups each year. These One on One Leadership Meetings are a training program designed to enable station personnel to acquire skills that could help them to qualify for higher level positions within the Company. The program helps employees in learning new communication skills and styles that would be helpful in interacting with co-workers. Individual meetings were held between 6/17-7/10/19 and a group meeting was held on 7/25/19.	9	President/GM Account Executve Maintenance Engineer Anchor
14	8/13/2019	Participation in scholarship programs	KETV participated in the Nebraska Broadcaster's Assn. Scholarship program again this year. We aired spots from January 1-February 28 asking for applications. Ariel Roblin, President/GM reviewed applications that were sent in. The scholarship winners were recognized at the Nebraska Broadcaster's Convention in August.	2	Creative Services Director President/General Manager

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15	8/13/2019	Co Sponsoring Job Fair	Omaha Area Broadcasters, co-sponsored a Career Fair at the Nebraska Broadcasters Convention on Tuesday, August 13, 2019. John Livingston put together a schedule of :30 spots that ran from August 5th to August 13th. Kathi Blaha, Business Manager, recruited potential employees at our booth for all areas of the station as well as openings within other Hearst locations.	2	Business Manager Creative Services Mgr.
16	8/13/2019	Establishment of training programs for station personnel	Station personnel from news and sales participated in numerous training sessions at the annual Nebraska Broadcasters Association. These may qualify them for higher level positions. Training sessions included talent acquisitions, generational differences, and a variety of sales topics. All sales team participated as well as news director, assistant news director and general manager.	18	News Director Asst. News Director Assignment Editor President/GM
17	8/14/2019	Establishment of training programs for station personnel	Station personnel from news and sales participated in numerous training sessions at the annual Nebraska Broadcasters Association. These may qualify them for higher level positions. Training sessions included talent acquisitions, generational differences, and a variety of sales topics. All sales team participated as well as news director, assistant news director and general manager.	18	LSM GSM DSM AE
18	9/19/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Bill Randby, visited Rockbrook Elementary School. He discussed all of the education it takes in math and science become a meteorologist and the other kinds of jobs you can get with a meteorology degree.	1	Meteorologist

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19	10/9/2019	Participation in events or programs sponsored by educational institutions	Digital Sales Manager, Cassi Warren went to Millard North High School Career Day with a presentation to the students in the room, who were there because they expressed interest in a TV career. There were 30 students and 3 teachers. The date was October 9th, and the presentation was 45 minutes. The presentation focused on every career opportunity within KETV and all other Hearst TV stations.	1	Digital Sales Manager
20	10/10/2019	Establishment of an intern program designed to assist members of the community	The station hosted a student from Omaha Northwest Magnet High School and allowed her to complete her Senior Project with the assistance of KETV. The student hopes to have a career in broadcasting. She completed a job shadow in our news room over a two day period.	3	Reporter Producer News Director
21	10/15/2019	Participation in events or programs sponsored by educational institutions	KETV Meteorologist, Matt Serwe visited Westbrook Elementary. His discussions included all of the schooling in math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist
22	10/22/2019	Participation in events or programs sponsored by educational institutions	Senior Reporter, Michelle Bandur spoke to the 3rd grade class of Neihardt Elementary School on Tuesday Oct. 22nd, at 9:30 am. She spoke to the students about her job as a news reporter and the importance of a good education and staying in school. She talked about the news and also talk with them about the mean note an anonymous bully sent her and how she took the bully's dollar bill and helped create a free triathlon club for girls.	2	Reporter News Director
23	10/22/2019	Participation in events or programs sponsored by educational institutions	KETV Meteorologist, Matt Serwe visited Martin Luther King Elementary. Students asked several weather questions and wanted to know how to become a meteorologist. Matt discussed all of the schooling, math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
24	10/23/2019	Participation in events or programs sponsored by educational institutions	Meteorologist, Matt Serwe visited Rose Hill Elementary. He discussed how he predicts the weather and all of the schooling, math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist
25	10/24/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Bill Randby visited Rumsey Station Elementary School. He answered several questions relating to how to forecast the weather. He also discussed all of the schooling like math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist
26	10/29/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Bill Randby visited G. Stanley Hall Elementary School. He discussed all of the schooling like math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist
27	10/31/2019	Participation in events or programs sponsored by educational institutions	Meteorologist, Matt Serwe visited Prairie Queen Elementary School. Matt discussed how to predict the weather and all of the schooling like math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist
28	11/6/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Bill Randby, visited Aldrich Elementary School. He talked about the schooling required like math and science that it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree. He also talked about the science of predicting the weather.	1	Meteorologist
29	11/6/2019	Participation in events or programs sponsored by educational institutions	Meteorologist, Matt Serwe, visited Kennedy Elementary School. He discussed how to predict the weather and all of the schooling like, math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
30	11/7/2019	Participation in events or programs sponsored by educational institutions	Meteorologist, Matt Serwe, visited Westmont Elementary School. He talked about the schooling required like math and science that it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree. He also talked about the science of predicting the weather.	1	Meteorologist
31	11/19/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Bill Randby, visited St. Margaret Mary Elementary School. He discussed all of the schooling like math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree.	1	Meteorologist
32	11/21/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Bill Randby, visited Gethsemane Lutheran School. He discussed all of the schooling like math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree. He also talked about how he uses these tools to predict the weather.	1	Meteorologist
33	11/26/2019	Participation in events or programs sponsored by educational institutions	Meteorologist, Matt Serwe, visited Westbrook Elementary School. He discussed all of the schooling like math and science it takes to be a meteorologist and the kinds of jobs you can get with a meteorology degree. He also talked about how to predict the weather and where snow comes from.	1	Meteorologist