

FORM P
LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF January 1, 2003 THROUGH January 31, 2004
(Complete this form continuously every time a vacancy is filled)

JOB TITLE	DATE FILLED
Account Executive	1/6/03
Account Executive	1/7/03
Anchor/Reporter	1/22/03
General Sales Manager	3/17/03
Commercial Producer – MPU	3/24/03
Marketing Assistant	4/24/03
Marketing Assistant	5/5/03
Marketing Assistant	5/12/03
Associate Producer	5/19/03
Photographer	6/24/03
Traffic Assistant	7/22/03
Traffic Assistant	8/11/03
Sports Reporter/Anchor	8/20/03
Photographer	9/11/03

NOTE: place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM Q
YEARLY TOTAL NUMBER OF INTERVIEWEES AND TOTAL NUMBER
OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE
 (Complete this form on the anniversary date of the renewal filing due date using the
 Tally of Interviewee Sources for Each Full-Time Vacancy (Form O))

Yearly Period Beginning: January 1, 2003 Ending: January 31, 2004

Total Number of Persons Interviewed for Full-Time Vacancies: 91

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE

RECRUITMENT SOURCE NAME	TOTAL NUMBER OF INTERVIEWEES
Omaha.com	1
Employee Referral	13
Unknown	13
Broadcast Engineering	1
KPTM.com	11
TVjobs.com	11
Omaha World Herald	14
Medialine.com	1
Internal Posting	9
Recruitment	3

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM Q
YEARLY TOTAL NUMBER OF INTERVIEWEES AND TOTAL NUMBER
OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE
 (Complete this form on the anniversary date of the renewal filing due date using the
 Tally of Interviewee Sources for Each Full-Time Vacancy (Form O))

Yearly Period Beginning: January 1, 2003 Ending: January 31, 2004

Total Number of Persons Interviewed for Full-Time Vacancies: 91

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE

RECRUITMENT SOURCE NAME	TOTAL NUMBER OF INTERVIEWEES
Iowa Job Service	2
NAB Website	1
KPTM Station – Walk In	1
KPTM/KXVO On-Air	7
University of Nebraska at Omaha (UNO)	1
Wayne State College	1
(NATAS)	
National Academy of TV Arts & Sciences	1

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM R
SUMMARY DESCRIPTION OF
SUPPLEMENTAL OUTREACH INITIATIVES
(Complete this form to summarize the activities compiled on the Description
of Supplemental Outreach Initiatives (Form N))

2/4 YEAR PERIOD BEGINNING January 1, 2003, AND ENDING January 31, 2004

Specify First Initiative:

Training Department Managers on EEO Compliance

Describe activities undertaken to fulfill this initiative:

Department Managers were informed of the new EEO compliance guidelines that became effective 3/10/03. Training of all current Department managers is complete. See attached training material in the station's Public File.

Specify Second Initiative:

Internship Program

Describe activities undertaken to fulfill this initiative:

Our existing Internship program has been defined in detail. Department managers have been informed. See attached materials in the station's Public File.

REMINDER: Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.

FORM R
SUMMARY DESCRIPTION OF
SUPPLEMENTAL OUTREACH INITIATIVES

(Complete this form to summarize the activities compiled on the Description
of Supplemental Outreach Initiatives (Form N))

2/4 YEAR PERIOD BEGINNING January 1, 2003, AND ENDING January 31, 2004

Specify Third Initiative:

Participate in general outreach efforts

Describe activities undertaken to fulfill this initiative:

Job posting for each position directed to multiple job banks and internet sites. See attached as described on form "N" in the station's Public File

Specify Fourth Initiative:

Sponsorship of Community Events

Describe activities undertaken to fulfill this initiative:

Five events sponsored by the station have been identified between 4/26/03 and 1/30/04. See attached as explained on form "N" in the station's Public File.

REMINDER: Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.