

Annual EEO Public File Report

For the Period Beginning January 22, 2008 and Ending January 21, 2009

Part I

Station Information

Part II

Recruitment sources/interviewees for each full-time vacancy

Part III

Recruitment initiatives

Preparer: Sara E. Taylor

Signature: _____

Title: Business Manager

Date: January 21, 2009

Telephone: 308-432-5545

Part I

This report covers the following employment unit: Chadrad Communications, Inc.

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community of License</u>	<u>State</u>	<u>LMA</u>
KCSR	AM	10081	Chadron	NE	N/A

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this Report.

A total of 3 full-time job vacancies were filled by the employment unit.

The station website is www.chadrad.com.

Part II

**AM 610 KCSR
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 the Station Employment Unit that is comprised of the following station: AM 610 KCSR, Chadron Nebraska and is required to be placed in the public inspection files of this station, and posted on their websites.

Covering the Period From: 1/1/08 to 2/9/08

Section 1: Vacancy Information

Full-time positions filled by Job Title	Recruitment Source of Hiree	Number of Interviewees from all sources for this position
Morning Show	All Access.com	3

Total Number of Persons Interviewed During Applicable Period: 3

Section 2: Recruitment Source Information

Recruitment Source	Total number of Interviewees this source provided during period	Full-time positions for which this source was utilized
Nebraska Workforce Development* Greta Kickland Chadron, NE 69337	0	1
Chadrad Communications Website chadrad.com	1	1
Nebraska Broadcasters Association	0	1
National Association of Broadcasters	1	1
KCSR Radio		1
All Access.com	1	1

Other Recruitment Sources Utilized:

CSC Internship and Career Placement Office
Southeast Community College

*Indicates sources that have request notification of job openings.

New Job Vacancy

General Information

1. Morning Show
2. KCSR – AM
3. Position opened 12/1/07
4. Position filled 2/9/08

Other Recruitment Sources Utilized:

All Access.com
Air Talents.com
TVandRadioJobs.com
NAB Career Center
EntertainmentCareers.Net, Inc.
New Radio Star
Chadrad.com
KCSR Radio
Workforce Development

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
1/15/08	NAB Career Center
1/20/08	Chadrad.com
2/5/08	All Access.com

2. Total number of people interviewed for this position: 3

Part III

As of January 21, 2009 KCSR had 10 full-time employees.
Population is under 250,000.

Activity #1

Activity: Job Fairs

Date: 4-15-08

Preparer: Sara E. Taylor

Host/Sponsor of Activity:

Chadron State College – April 2, 2008

Participating Personnel: Dennis Brown, Sara Taylor

Description of activity and scope of station participation:

KCSR was a participating vendor at this job fair. KCSR representatives visited with students and the public about KCSR and career opportunities in broadcasting. Brochures were handed out describing what KCSR does as a locally programmed station and brief descriptions of current positions. Also handed out business cards.

Host/Sponsor of Activity:

Chadrad Communications, Inc. – During KCSR Spring Preview – February 29, March 1 & 2, 2008

Participating Station Personnel: All Personnel Participated

Description of activity and scope of station participation:

Chadrad Communications, Inc. hosted a Job Fair during the KCSR Spring Preview and was a participating vendor at these job fairs. KCSR representatives visited with students and the public about KCSR and career opportunities in broadcasting. Brochures were handed out describing what KCSR does as a locally programmed station and brief descriptions of current positions. Also handed out business cards.

Activity #2

Activity: Internship Program

Date: May 2008 – July 2008 Preparer: Sara E. Taylor

Host/Sponsor of Activity: KCSR works closely with the Chadron State College Internship Program.

Participating Station Personnel: All KCSR employees spent time working with and explaining their position to the intern.

Description of activity and scope of station participation:

Daniel Schwager – interned from May 2008 to July 2008. He helped the news department post news and sports items. Daniel is a Communication Arts major. He worked with the Sales Manager – writing creative copy and learned the in and outs of the front office. He also learned how to update and maintain the station's website.

Activity #3

Activity: Scholarship Program

Date: January, 2009 Preparer: Sara E. Taylor

Host/Sponsor of Activity: KCSR and Nebraska Broadcasters Association

Participating Station Personnel: Sara Taylor

Description of activity and scope of station participation:

KCSR joined forces with other Nebraska Broadcaster Association members to offer a scholarship in Nebraska. Two scholarships have been awarded to date. One in 2007 and the other in 2008, each valued at \$1,600.