

Annual EEO Public File Report

For the Period Beginning January 22, 2011 and Ending January 21, 2012

Part I

Station Information

Part II

Recruitment sources/interviewees for each full-time vacancy

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Signature: _____

Title: Business Manager

Date: January 21, 2011

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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
KBPY	FM		Hay Springs	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 6 full-time job vacancies were filled by the employment unit.

The station website is www.chadrad.com.

Part II

**AM 610 KCSR/FM 107.7 KBPY
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: 1/22/11 to 1/21/12

Section 1: Vacancy Information

Full-time positions filled by Job Title	Recruitment Source of Hiree	Number of Interviewees from all sources for this position
Program Director	All Access.com	3
On-Air Personality	Chadrad.com	1
On-Air Personality	All Access.com	2
News Director	Chadrad.com	2
Sports Director	All Access.com	3
On-Air Personality	All Access.com	3

Total Number of Persons Interviewed During Applicable Period: 14

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
Chadrad Communications Website chadrad.com	3	3
All Access.com	11	11

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. Program Director
2. KBPY - FM
3. Position opened 1/6/11
4. Position filled 2/9/11

Other Recruitment Sources Utilized:

Chadrad.com
All Access.com

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
1/14/11	Chadrad.com
1/31/11	All Access.com
2/1/11	All Access.com

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

New Job Vacancy

General Information

1. On-Air Personality
2. KBPY - FM
3. Position opened 3/1/11
4. Position filled 4/15/11

Other Recruitment Sources Utilized:

All Access.com
Chadrad.com

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
4/15/11	Chadrad.com

2. Total number of people interviewed for this position: 1

New Job Vacancy

General Information

1. On-Air Personality
2. KCSR - AM
3. Position opened 1/1/11
4. Position filled 4/15/11

Other Recruitment Sources Utilized:

All Access.com

Chadrad.com

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
6/5/11	Chadrad.com
6/10/11	All Access.com

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

New Job Vacancy

General Information

1. News Director
2. KCSR - AM
3. Position opened 8/1/11
4. Position filled 9/10/11

Other Recruitment Sources Utilized:

All Access.com

Chadrad.com

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
8/11/11	Chadrad.com
9/5/11	Chadrad.com

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

New Job Vacancy

General Information

1. Sports Director
2. KCSR - AM
3. Position opened 9/1/11
4. Position filled 11/1/11

Other Recruitment Sources Utilized:

All Access.com

Chadrad.com

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
9/12/11	Chadrad.com
10/7/11	All Access.com
10/7/11	All Access.com

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

New Job Vacancy

General Information

1. On-Air Personality
2. KCSR - AM
3. Position opened 10/10/11
4. Position filled 11/9/11

Other Recruitment Sources Utilized:

All Access.com

Chadrad.com

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
10/14/11	All Access.com
10/18/11	All Access.com
10/25/11	All Access.com

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

Part III

As of January 21, 2012 KCSR had 11 full-time employees.
Population is under 250,000.

Activity #1

Activity: Internship Program

Date: February 2011 – May 2011

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:

Kateryna Simonova – interned from February to May 2011. She helped with various office duties and schedule Community Focus guests.

Activity #2

Activity: Scholarship Program

Date: May, 2011

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. Four scholarships have been awarded to date each valued at \$1,600.

Activity #3

Activity: EEO Training Seminar

Date: August 12, 2011

Host/Sponsor of Activity: Nebraska Broadcasters Association

Participating Station Personnel: Dennis Brown

Description of activity and scope of station participation:

Dennis Brown participated in an EEO Training Seminar at the Broadcasters Association Convention. The seminar was conducted by Lisa Fields of Litera Corporation and Gregg Skall, Attorney with Womble-Carlyle, and focused on what the EEO rules are.