

## **Annual EEO Public File Report**

For the Period Beginning January 22, 2015 and Ending January 21, 2016

### **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, 2016

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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 1 full-time job vacancy was filled by the employment unit.

The station website is [www.chadrad.com](http://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: 1/22/15 to 1/21/16

**Section 1: Vacancy Information**

<b>Full-time positions filled by Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Number of Interviewees from all sources for this position</b>
News Director	chadrad.com	1

Total Number of Persons Interviewed During Applicable Period: 1

**Section 2: Recruitment Source Information**

<b>Recruitment Source</b>	<b>Total number of Interviewees this source provided during period</b>	<b>Full-time positions for which this source was utilized</b>
Chadrad Communications Website chadrad.com	1	1

**Other Recruitment Sources Utilized:**  
CSC Internship and Career Placement Office  
Nebraska Workforce Development\*

\*Indicates sources that have request notification of job openings.

## New Job Vacancy

### General Information

1. News Director
2. KCSR-AM and KBPY-FM
3. Position Opened 3/24/15
4. Position Filled 4/1/15

### Interviewees:

1. List of Interviews for this position:

Date	Recruitment Source
3/27/15	chadrad.com
2. Total number of people interviewed for this position: 1

### **Part III**

As of January 21, 2016 KCSR had 13 full-time employees.  
Population is under 250,000.

#### **Activity #1**

Activity: Job Fairs - 1

Preparer: Sara E. Taylor

Host/Sponsor of Activity:

Chadron State College – October 28, 2015

Participating Personnel: Dennis Brown

Description of activity and scope of station participation:

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

#### **Activity #2**

Activity: Internship Program

Date: January 15, 2015

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

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

Description of activity and scope of station participation:

Christopher Smith– interned from January 2015 to May 2015 – returned in June for a full-time position.

### **Activity #3**

Activity: Scholarship Program

Date: May 2015

Host/Sponsor of Activity: KCSR/KBPY and Nebraska Broadcasters Association

Participating Station Personnel: Sara Taylor

Description of activity and scope of station participation:

KCSR/KBPY joined forces with other Nebraska Broadcaster Association members to offer 2 - \$1,500 scholarships in Nebraska.

### **Activity #4**

Activity: EEO Training Seminar

Date: August 17, 2015

Host/Sponsor of Activity: Nebraska Broadcasters Association

Participating Station Personnel: Dennis and Kathi Brown

Description of activity and scope of station participation:

Dennis and Kathi Brown participated in an EEO Training Seminar at the Broadcasters Association Convention.