

**KCRO, KOBM-AM, KOBM-FM, KXCB**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales and Marketing Consultant	1-6	4
Sales and Marketing Consultant	1-6	3
Sales and Marketing Consultant	1-6	2
Sales and Marketing Consultant	1-6	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Consultant Referral	N	1
2	Current Employee	N	1
3	Did not indicate (Source Unknown)	N	1
4	Employee Referral	N	1
5	Nebraska Broadcasters Assn 11414 W. Center Rd., Suite 342 Omaha, Nebraska 68144 Email : jim@ne-ba.org Jim Timm	N	0
6	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/24/2023	Participation in other activities designed by the station employment unit	Nebraska Broadcasters Associate Virtual Job Fair	3	President/CEO Digital Marketing Director VP of Marketing General Manager
2	8/8/2023	Participation in Job Fairs	Nebraska Broadcasters Omaha, Career Fair in La Vista, NE	2	President/CEO Vice President of Marketing
3	8/9/2023	Participation in events sponsored by organizations representing the community	Annual NBA Convention	10	Vice President of Marketing General Manager
4	10/23/2023	Participation in other activities designed by the station employment unit	Nebraska Broadcasters Association Virtual Job Fair	3	President/CEO Digital Marketing Director VP of Marketing
5	10/24/2023	Establishment of training programs for station personnel	Trainers from Gulf Coast Shores held a seminar	20	President/CEO Digital Marketing Director VP of Marketing Office Manager
6	11/8/2023	Participation in other activities designed by the station employment unit	Engineer training to strengthen current position and open job future.	1	Operations Manager
7	1/8/2024	Participation in job banks, internet programs and other programs designed to promote outreach	Nebraska Broadcasters Associate Virtual Job Fair	3	President/CEO Digital Marketing Director VP of Marketing General Sales Manager