

Annual EEO Public File Report

For the Period Beginning January 22, 2019 and Ending January 21, 2020

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 23, 2020

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
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.

There were no vacancies filled in this time period.

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 stations: AM 610 KCSR and KBPY FM 107.7 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: 1/22/19 to 1/21/20

Section 1: Vacancy Information

Full-time positions filled by Job Title	Recruitment Source of Hiree	Number of Interviewees from all sources for this position
1*	N/A	N/A

Total Number of Persons Interviewed During Applicable Period:

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
N/A		

Other Recruitment Sources Utilized:

***Mike Kesselring approached owners Dennis and Kathi Brown about going to work for them in sales. A third sales position was created for him. AM 610 KCSR and KBPY FM 107.7 was not actively looking for a third sales person at the time he approached them.**

Part III

As of January 21, 2020 KCSR/KBPY had 12 full-time employees.

Population is under 250,000.

Preparer: Sara E. Taylor

Activity #1

Activity: Job Fairs - 1

Host/Sponsor of Activity: Chadron State College

Date: March 20, 2019

Participating Personnel: Dennis Brown

Description of activity and scope of station participation: KCSR/KBPY was a participating vendor at this job fair. 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

Date: August 24, 2019

Host/Sponsor of Activity: Nebraska Broadcasters Association

Participating Station Personnel: Dennis Brown

Description of activity and scope of station participation: Employment Law seminar entitled "Mitigating Risk and Establishing Best Practices for 2018 and Beyond". The session addressed several key employment law changes.