

**KBIE-FM, KNCY-AM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - January 31, 2022**

**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>
Account Executive for Radio Sales	1-2	1
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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	KBIE-FM 911 Central Avenue 2nd Floor Nebraska City, Nebraska 68410 Phone : 402-873-3348 Email : bhughes@newschannelnebraska.com Fax : 1-402-873-7882 Bradley Hughes	Y	4
2	KNCY-AM 911 Central Avenue 2nd Floor Nebraska City, Nebraska 68410 Phone : 402-873-3348 Email : khris@b103.fm Fax : 1-402-873-7882 Khris Buettner	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</b>

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**III. RECRUITMENT INITIATIVES**

	<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	1/1/2021	Participation in other activities designed by the station employment unit	Falls City Career Day	1	Operation Manager
2	1/1/2021	Participation in scholarship programs	Nebraska Broadcasters Association Annual Scholarship.	1	General Manager
3	Ongoing Event	Establishment of training programs for station personnel	Leadership Nebraska City is a skills Training program provided by Nebraska City Tourism and Commerce for a fee.	1	Sales Coordinator
4	3/10/2021	Participation in events or programs sponsored by educational institutions	Judging of Scholarship Program	1	VP
5	5/14/2021	Provision of training to personnel of unaffiliated non-profit organizations	Leadership Nebraska Tour/Seminar	1	Operation Manager
6	9/1/2021	Co Sponsoring Job Fair	Peru State College Ob Fair	2	Operations Manager Marketing Consultant