

KBIE-FM, KNCY-AM
EEO PUBLIC FILE REPORT
January 31, 2015 - February 1, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive for Radio Sales	1-9	2

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310-457-6616 Joel Denver Manual Posting	Y	0
2	Call In	N	2
3	College of Saint Mary 7000 Mercy Rd Omaha, Nebraska Phone : 402-399-2485 Email : ljohnson@csm.edu Lisa Johnson	N	0
4	Concordia University 800 N Columbus Avenue Seward, Nebraska 68434 Phone : 402-643-7226 Email : corey.gray@cune.edu Corey Gray	N	0
5	Creighton University 2500 California Plaza Suite 2015 Omaha, Nebraska 68178 Phone : 402-280-2722 Fax : 1-402-280-3450 Jim Bretl	N	0
6	KBIE-FM 911 Central Avenue 2nd Floor Nebraska City, Nebraska 68410 Phone : 402-873-3348 Email : khris@b103.fm Fax : 1-402-873-7882 Khrist Buettner	Y	0
7	KNCY-AM 911 Central Avenue 2nd Floor Nebraska City, Nebraska 68410 Phone : 402-873-3348 Email : khris@b103.fm Fax : 1-402-873-7882 Khrist Buettner	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Metropolitan Community College 30th and Fort Street Career Services Omaha, Nebraska 68103 Email : mcribbs@mccneb.edu M Cribbs	N	0
9	Nebraska Broadcasters Association 11414 West Center Rd Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Email : marty@ne-ba.org Marty Riemenschneider	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/28/2015	Co Sponsoring Job Fair	Co Sponsorship of Job Fair for all students at Peru State College Career Day. This event was promoted on air and staff attended to meet with men, women and Minority persons interested in careers in broadcast	1	Operation Manager
2	4/1/2015	Establishment of a mentoring program	Mentoring training program for Operations Manager to learn General Management duties for future promotion opportunity.	2	GM OM
3	8/11/2015	Establishment of a mentoring program	Station manager Bradley Hughes and Operations Manager Hunter Arrterburn attended a seminar sponsored by the Nebraska Broadcasters Assoc. that was designed to provide training to management level personnel as to methods of ensuring broad outreach in hiring, equal employment opportunity and preventing discrimination as required by the rules and regulations of the EEOC and the FCC	2	Operation Manager General Manager
4	10/30/2015	Participation in other activities designed by the station employment unit	Presentation to Plattsmouth High School Students about careers in broadcast and all opportunities available in the industry.	1	Operation Manager



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August 17, 2015

This letter certifies that **Brad Hughes of KNCY/KBIE** attended a seminar sponsored by the Nebraska Broadcasters Association that was designed to provide training to management level personnel as to methods of ensuring broad outreach for hiring, equal employment opportunity and preventing discrimination as required by the rules and regulations of the Equal Opportunity Employment Commission and the Federal Communications Commission.

The seminar was conducted on Tuesday, August 11th by Tara A. Stingley, an employment law attorney with Cline, Williams, Wright, Johnson and Oldfather of Omaha, NE, during the 81st Annual NBA Convention in Omaha.

Sincerely,

A handwritten signature in black ink that reads "Jim Timm". The signature is fluid and cursive, with the first and last names clearly legible.

Jim Timm
President/Executive Director

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January 1, 2014 - January 28, 2015

I. VACANCY LIST

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive for Radio Sales	2-9, 11, 13, 16, 18-24, 27-34	5
Account Executive for Radio Sales	2-9, 11, 13, 16, 18-24, 27-34	23
Account Executive for Radio Sales	2-9, 11, 13, 16, 18-24, 27-34	11
Account Executive for Radio Sales	2-9, 11, 13, 16, 18-24, 27-34	5
AM Program Director	2-9, 13, 15-16, 18-22, 24, 26-32, 34	18
Sports Director and News Associate	1-10, 12-13, 15-16, 18-24, 26-32, 34	15
Traffic Manager/Receptionist	2-7, 9, 11, 13, 16-24, 26-32, 34	23
Traffic Manager/Receptionist	2-7, 9, 11, 13, 16-24, 26-32, 34	23
Plattsmouth Bureau Chief/News Associate	2-9, 13-14, 16-22, 24-32, 34	25

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	1/7/2014	Establishment of training programs for station personnel	Station manager participated in training to better understand hiring process details and compliance.	1	General Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						1.00