

**Annual EEO Public File Report**

For the Period Beginning January 22, 2009 and Ending January 21, 2010

**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, 2010

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

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 3 full-time job vacancies were 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: 9/1/09 to 9/30/09

**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	All Access.com	4
Sports Director	Chadrad.com	1

Total Number of Persons Interviewed During Applicable Period: 5

**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	3	1
Nebraska Broadcasters Association	0	1
All Access.com	2	1

**Other Recruitment Sources Utilized:**

CSC Internship and Career Placement Office  
Southeast Community College

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

## New Job Vacancy

### General Information

1. News Director
2. KCSR – AM
3. Position opened 9/1/09
4. Position filled 10/5/09

### Other Recruitment Sources Utilized:

All Access.com  
NAB Career Center  
Chadrad.com

### Interviewees

1. List of interviews for this position:

<b>Date</b>	<b>Recruitment Source</b>
9/4/09	Chadrad.com
9/9/09	Chadrad.com
9/15/09	All Access.com
9/14/09	All Access.com

2. Total number of people interviewed for this position: 4

## New Job Vacancy

### General Information

1. Sports Director
2. KCSR – AM
3. Position opened 9/5/09
4. Position filled 10/5/09

### Other Recruitment Sources Utilized:

All Access.com  
NAB Career Center  
Chadrad.com

### Interviewees

1. List of interviews for this position:

<b>Date</b>	<b>Recruitment Source</b>
9/25/09	Chadrad.com

2. Total number of people interviewed for this position: 1

### **Part III**

As of January 21, 2010 KCSR had 10 full-time employees.  
Population is under 250,000.

#### **Activity #1 Activity: Job Fairs**

**Host/Sponsor of Activity:** Gordon / Rushville High School – February 12, 2009

Participating Personnel: Dennis Brown, Lisa Aschwege

Description of activity and scope of station participation:

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

**Host/Sponsor of Activity:** Chadron State College – March 26, 2009

Participating Personnel: Dennis Brown, Sara Taylor

Description of activity and scope of station participation: **This job fair was cancelled do to weather.**

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

**Host/Sponsor of Activity:** KCOW, KAAQ, KCNB, QSK, **KCSR**, KNEB, KSID, KOTA-TV  
– May 6, 2009

Participating Personnel: Dennis Brown

Description of activity and scope of station participation:

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

**Activity #2**  
**Activity: Internship Program**

Date: September 2009 – December 2009

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

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

Description of activity and scope of station participation:

Kassandra Brent – interned from September to December 2009. She helped the news department post news and sports items. Kassandra is a Music major. She learned the in and outs of the front office. She helped with production - downloading commercials and imported music for the automation system. Kassandra assisted with promotions during the holiday season – taking pictures, keeping track of winners and handing out prizes.

**Activity #3**  
**Activity: Scholarship Program**

Date: May, 2009

Host/Sponsor of Activity: KCSR and Nebraska Broadcasters Association

Participating Station Personnel: Sara Taylor

Description of activity and scope of station participation:

KCSR joined forces with other Nebraska Broadcaster Association members to offer a scholarship in Nebraska. Four scholarships have been awarded to date each valued at \$1,600.

**Activity #4**  
**Activity: EEO Training Seminar**

Date: August 13, 2009

Host/Sponsor of Activity: Nebraska Broadcasters Association

Participating Station Personnel: Dennis Brown

Description of activity and scope of station participation:

Dennis Brown participated in an EEO Training Seminar at the Broadcasters Association Convention. The seminar was conducted by Lisa Fields of Litera Corporation and Gregg Skall, Attorney with Womble-Carlyle, and focused on what the EEO rules are.