

Annual EEO Public File Report

For the Period Beginning January 22, 2012 and Ending January 21, 2013

Part I

Station Information

Part II

Recruitment sources/interviewees for each full-time vacancy

Part III

Recruitment initiatives

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Signature: _____

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Date: January 21, 2013

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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.

A total of 6 full-time job vacancies were filled by the employment unit.

The station website is www.chadrad.com.

Part II

**AM 610 KCSR/FM 107.7 KBPY
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 107.7 FM, 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: 1/22/12 to 1/21/13

Section 1: Vacancy Information

Full-time positions filled by Job Title	Recruitment Source of Hiree	Number of Interviewees from all sources for this position
On-Air Personality	Chadrad.com	2
News Director	All Access.com	2

Total Number of Persons Interviewed During Applicable Period: 4

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
Chadrad Communications Website chadrad.com	4	2
All Access.com	4	2

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. On-Air Personality – Morning Drive
2. KCSR - AM
3. Position opened 6/1/12
4. Position filled 7/2/12

Other Recruitment Sources Utilized:

Chadrad.com
All Access.com

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
06/21/12	All Access.com
6/30/12	Chadrad.com

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

New Job Vacancy

General Information

1. News Director
2. KCSR-AM / KBPY - FM
3. Position opened 6/30/12
4. Position filled 11/12/12

Other Recruitment Sources Utilized:

All Access.com
Chadrad.com

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
9/3/12	Chadrad.com
11/3/12	All Access.com

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

Part III

As of January 21, 2013 KCSR had 7 full-time employees.
Population is under 250,000.

Activity #1

Activity: Career an Internship Fair

Date: February 23, 2012

Host/Sponsor of Activity: Chadron State College

Participating Personnel: Dennis Brown, Lisa Aschwege, Katie Clark, Sara Taylor, John Thayer

Description of activity and scope of station participation:

KCSR 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 locally programmed stations and brief descriptions of current positions. Also handed out business cards.

Activity #2

Activity: Scholarship Program

Date: May, 2012

Host/Sponsor of Activity: KCSR/KBPY 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. One scholarship has been awarded to date valued at \$1,400.

Activity #3

Activity: EEO Training Seminar

Date: August 15, 2012

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 Broadcast1Source.