

KBBN FM, KCNI AM
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
News Director	1-39, 41, 43-45	4
Sales Account Executive	1-21, 23-45	40

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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	Baker University Harter Union PO Box 65 Baldwin City, Kansas 66006 Phone : (785) 594-8382 Url : www.bakeru.edu/cdc/employer.htm Email : Eva.Durand@bakeru.edu Fax : 1-785-594-4568 Erica Johnson-Wanzer	N	0
2	Bethel College 300 E. 27th St. - Fine Arts Ctr. North Newton, Kansas 67117 Phone : (316) 284-5271 Url : www.bethelks.edu/academics/commarts/ Email : cecrouse-dick@bethelks.edu Fax : 1-316-284-5286 Christine Crouse-Dick	N	0
3	Broadcast Media Placement 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Email : ralloway1@unl.edu Fax : 1-402-472-8403 Rick Alloway	N	0
4	Broken Bow Chamber of Commerce 444 South 8th Avenue Broken Bow, Nebraska 68822 Phone : 1-308-872-5691 Url : www.brokenbow-ne.com Email : info@brokenbow-ne.com Fax : 1-308-872-6137 Stephanie Grafel	Y	1
5	Central Christian College 1200 S. Main, P.O. Box 1403 McPherson, Kansas 67460 Phone : (620) 241-0723 Url : http://www.centralchristian.edu/guidance.html Email : patricia.muntz@centralchristian.edu Fax : 1-620-241-6032 Pat Muntz	N	0

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6	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
7	Cloud County Community College P.O. Box 1002 - 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Url : http://www.cloud.edu/student-services/careercenter/index.html Email : bhanson@cloud.edu Brenda Hanson	N	0
8	Colby Community College 1255 S. Range Ave. Colby, Kansas 67701 Phone : (785) 462-3984 Url : www.colbycc.edu Email : rod@colbycc.edu Fax : 1-785-460-4699 Rod Thomasson	N	0
9	College of St. Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : careercenter@CSM.edu Career Services	N	0
10	Creighton Career Service Office 2500 California Plaza Harper Center-suite 2015 Omaha, Nebraska 68178 Phone : 402-280-3006 Url : www.creighton.edu/careercenter Email : lisabrockhoff@creighton.edu Fax : 1-402-280-3450 Lisa Brockhoff	N	0

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11	Custer County Economic Development Group 314 south 10th Avenue Broken Bow, Nebraska 68822 Phone : 1-402-450-7476 Url : www.custercountyne.com Email : custerdevelopment@gmail.com Keith Ellis	N	0
12	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
13	Flint Hills Technical College 3301 W. 18th Ave. Emporia, Kansas 66801 Phone : (800) 711-6947 Url : www.fhtc.kansas.net Email : AskUs@fhtc.edu Fax : 1-620-343-4610 Placement Director	N	0
14	Friends University 2100 W. University St - Casado Campus Ctr Wichita, Kansas 67213 Phone : 316.295.5885 Url : www.friends.edu/CurrentStudents/StudentDevelopment Email : career@friends.edu Fax : 1-316-295-5572 Sanya Wiles	N	0
15	Garden City Community College 801 Campus Dr - Saffell Library Garden City, Kansas 67846 Phone : (620) 276-9640 Url : www.gccc.cc.ks.us/ Email : ryan.ruda@gccccks.edu Ryan J.	N	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
16	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Email : mba@mbaweb.org Fax : 1-515-263-2824 Jim Auther	N	0
17	Hutchinson Community College 1300 North Plum - Parker Student Union Hutchinson, Kansas 67501 Phone : (620) 665-3579 Url : www.hutchcc.edu/gc/ Email : myersr@hutchcc.edu Fax : 1-620-728-8155 Randy Myers	N	0
18	Hutchinson Community College 1300 North Plum - Bldg 12 Hutchinson, Kansas 67501 Phone : (620) 665-3433 Url : www.hutchcc.edu/dept/6/CommTech/TelComFr.htm Email : tyrellv@hutchcc.edu Fax : 1-620-665-3310 Vance Tyrell	N	0
19	Johnson County Community College 12345 College Blvd-Student Ctr 252 Box 48 Overland Park, Kansas 66210 Phone : (913) 469-3598 Url : www.jccc.net/home/depts/5301 Email : lcunningham06@jccc.net Fax : 1-913-469-3825 LeAnn Cunningham	N	0
20	Kansas Department of Labor 401 SW Topeka Blvd. Topeka, Kansas 66603 Phone : (866) 444-5465 Url : www.kansasjoblink.com; www.hr.state.ks.us Email : human.resources@dol.ks.gov Placement Director	N	0

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21	KansasWorks 512 Market Street Emporia, Kansas 66801 Phone : (620) 342-3355 Email : podell@kansasworks.com Fax : 1-620-342-2806 Patty Odell	N	0
22	Leavenworth Workforce Development Center 515 Limit Street, Suite 200 Leavenworth, Kansas 66048 Phone : (913) 682-4152 Email : dmsutter@hr.state.ks.us Fax : 1-913-682-1804 Dennis Sutter	N	0
23	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : mba@mbaweb.org Fax : 1-563-588-7371 Bobbi Martin	N	0
24	McPherson College P.O. Box 1402 -1st Floor Miller Library McPherson, Kansas 67460 Phone : (620) 241-0742 Url : www.mcpherson.edu/careers/index.asp Email : schneidm@mcpherson.edu Fax : 1-200-241-8443 Michael Schneider	N	0
25	Mid-America Nazarene University Campus Center - 2030 E. College Way Olathe, Kansas 66062 Phone : 913-971-3540 Url : www.mnu.edu/career/ Email : bbatten@mnu.edu Billie Batten	N	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
26	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Email : hays@morningside.edu Fax : 1-712-274-5101 Stacie Hays	N	0
27	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Email : mba@mbaweb.org Fax : 1-319-363-7543 Barb Mussman	N	0
28	Nebraska Broadcasters Assn 11414 W. Center Rd., Suite 342 Omaha, Nebraska 68144 Email : jim@ne-ba.org Jim Timm	N	0
29	Nebraska Wesleyan University 5000 St. Paul Ave. Lincoln, Nebraska 68504 Phone : 402-465-2224 Email : career@nebrwesleyan.edu Heather Hoops	N	0
30	Nebraska Workforce Development 5717 F Street Omaha, Nebraska 68117 Phone : 402-595-3009 Url : www.nebraskaworkforce.com Email : ndol.omahawfd@nebraska.gov Fax : 1-402-595-2701 Peggy Kotschwar	N	0
31	Newman University 302 Sacred Heart Hall 3100 McCormick Street Wichita, Kansas 67213 Phone : (316) 942-4291 Url : www.newmanu.edu/sss Email : headm@newmanu.edu Fax : 1-316-942-4483 Melody Head	N	0

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32	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7264 Email : amy@northeast.edu Amy Koehler	N	0
33	Northwest Kansas Workforce Network 1301 Pine Hays, Kansas Phone : (785) 628-8201 Email : plashell@kansasworks.com Phyllis Lashell	N	0
34	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Email : mba@mbaweb.org Fax : 1-712-707-7404 Bill Minnick	N	0
35	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 1-402-978-8931 Job Posting	N	0
36	Ottawa University 1001 South Cedar Street Ottawa, Kansas 66067 Phone : 785-242-5200 Email : mba@mbaweb.org Fax : 1-785-229-1017 Susan Webb	N	0
37	Overland Park Workforce Development Center 8417 Santa Fe Drive, Suite 100 Overland Park, Kansas 66212 Phone : (913) 642-8484 Email : lmwood@hr.state.ks.us Fax : 1-913-642-7260 Lavera M.	N	0

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38	Sandhills Educational Services Cooperative 323 North 7th Broken Bow , Nebraska 66622 Phone : 1-308-872-5606 Email : dmayer@bbps.org Fax : 1-308-872-5741 Deb Mayor Gaston	N	0
39	St. Amrose University 518 West Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Fax : 1-563-333-6243 Jennifer Timmon	N	0
40	Station Website	N	1
41	Univ. of Neraska at Kearney 2504 9th Ave Kearney, Nebraska 68849 Phone : 308-865-8501 Email : clarkf2@unk.edu Fax : 1-308-865-8882 Ford Clark	N	0
42	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Fax : 1-563-589-3419 Deb Clarke	N	0
43	Vocation Rehabilitation Services 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2146 Email : m-stayer@vocrab.state.ne.us Fax : 1-402-595-1125 Maey Stayer Stayer	N	0
44	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8425 Email : derek.solheim@wartburg.edu Fax : 1-319-352-8365 Derek Solheim	N	0

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45	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	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	3/26/2023	Participation in scholarship programs	Each year KCNI/KBBN offers a \$500 dollar scholarship to be awarded to a student who is pursuing a degree in broadcast journalism. This is conducted through the Custer County Foundation. Committee members review the applicants and select the winner.	2	GM/Owner Station Manager
2	4/6/2023	Participation in scholarship programs	Participated in the 2023-2024 Nebraska Broadcast Foundation EEO Scholarship Program.	1	GM/Owner
3	1/8/2024	Participation in Job Fairs	Custer County Broadcasting participated in the Nebraska Broadcasters Virtual Job Fair the week of January 8, 2024	1	Station Manager