

Public Files

From: Custer County Broadcasting Co.

Date: 1/10/2008

Page: 1

EEO Public Report Form Covering the Period from 01/10/2007 to 02/01/2008

Contents:

- Full Time Jobs Filled
- Recruitment Sources Information
- Recruitment Sources Used
- Summary of Prong 3 Outreach Activities
- Yearly Totals

Appendix 1

Full Time Jobs Filled

Annual EEO Public Report Form Covering the Period from 01/10/2007 to 02/01/2008

No:	Job Title:	Date Filled:	Recruitment Source:	Prong 2:	Contact Details:
1	News Director EEO Tracking Number: 4603	8/1/2007	Recommendation from Consultant	NO	

Public Files

From: Custer County Broadcasting Co.

EEO Public Report Form Covering the Period from 01/10/2007 to 02/01/2008

Appendix 2

Job Wise Notification Summary between 01/10/2007 to 02/01/2008

Date: 1/10/2008

Page: 2

Public Files

From: Custer County Broadcasting Co.

EEO Public Report Form Covering the Period from 01/10/2007 to 02/01/2008

Appendix 3

Recruitment Sources Used

Date: 1/10/2008

Page: 3

Job #:	Job Title:	Date Filled:	Recruitment Source:	Prong 2:	Contact Details:
4603	News Director	8/1/2007	Recomendation from Consultant	NO	

Public Files

From: Custer County Broadcasting Co.

Date: 1/10/2008

Page: 4

EEO Public Report Form Covering the Period from 01/10/2007 to 02/01/2008

Appendix 4

Total Number of Persons Interviewed for Full-Time Vacancies

Annual EEO Public Report Form Covering the Period from 01/10/2007 to 02/01/2008

Yearly Period Beginning: 01/10/2007 Ending: 02/01/2008

Recruitment Source:	Total Referred:
Local Newspaper & Radio Ads	1
Heard about the job from Larry Cotnior who was our	1
Recomendation from Consultant	1
Total Number of Persons Interviewed for Full-Time Vacancies:	3

Public Files

Date: 1/10/2008

From: Custer County Broadcasting Co.

Page: 5

EEO Public Report Form Covering the Period from 01/10/2007 to 02/01/2008**Appendix 5**

Summary of Prong 3 Outreach Initiatives

Annual EEO Public Report Form Covering the Period from 01/10/2007 to 02/01/2008

Date:	Activity Type:	No. of Station Participants	Participant Name:	Hiring Authority?	Points:
08/17/2007	Participation in scholarship programs	1			1
Description: KCNI/KBBN Participated in the new EEO scholarship program in cooperation with many other Nebraska Broadcaster Association members. Scholarships were awarded to two Nebraska college students for \$1,575.00 each. All 39 applications were judged by all participating stations including KCNI/KBBN. Commercials were aired to request applications at no charge from April 24th-June 9th. Finalists were selected by the NBA Board.					
08/15/2007	Provision of training to management	1			1
Description: President of Custer County Broadacasting Co. KCNI/KBBN attended EEO seminar sponsored by the NBA August 16, 2007.					
05/15/2007	Establishment of an intern program designed to assist members of the community	2	David Birnie Bob Bowles	YES NO	1
Description: Josh Snyder a 2007 graduate of Arnold High School participated May, June and July in our intern program.					
03/24/2007	Participation in scholarship programs	1	David Birnie	YES	1
Description: KCNI/KBBN/Custer County Foundation Scholarship 2007.					
03/21/2007	Participation in events or programs sponsored by educational institutions	1	Bob Bowles	NO	0.25
Description: Participated in Broken Bow High School Sophmores Career Day March 21, 2007.					

Public Files

From: Custer County Broadcasting Co.

EEO Public Report Form Covering the Period from 01/10/2007 to 02/01/2008

Date: 1/10/2008

Page: 6

Appendix 5

Summary of Prong 3 Outreach Initiatives

03/20/2007	Participation in events or programs sponsored by educational institutions	4	David Birnie	YES	0.25
			Bob Bowles	NO	
			Larry Cotnoir	NO	
			Cynthia Huhman	NO	

Description: Shadow Day provided to Broken Bow High School FBLA Student Preston Peterson.

Total Points: 4.5