

Custer County Broadcasting Co.
EEO PUBLIC FILE REPORT
January 1, 2006 - January 31, 2010

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	1-20, 22, 24-27, 29-32, 34-47, 49-57, 59-75, 77-83	42
Traffic Manager	1-20, 22, 24-27, 29-31, 33-47, 49-57, 59-75, 77-83	33
News Director	5, 12, 21, 58	58
Sports Anchor/Reporter	23	23

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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	Asian American Journalists Association 1182 Market St. Suite 320 San Francisco, California Phone : 415-346-2051 Fax : 1--- Director of Placement n/a	N	0
2	Bellevue University 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Fax : 1-402-557-5438 Colleen Plasek	N	0
3	Black Employees Assoc of OPPD 444 S. 16th St.Mall Omaha, Nebraska Phone : 402-636-2000 Fax : 402-636-3659 Richard Nettles	N	0
4	Broadcast Media Placement 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Fax : 402-472-8403 Rick Alloway	N	0
5	Broken Bow Chamber of Commerce 444 South 8th Avenue Broken Bow, Nebraska 68822 Phone : 1-308-872-5691 Fax : 1-308-872-6137 Denise Russell	Y	2
6	Buena Vista University 2700 College Rd. Council Bluffs, Iowa 51503 Phone : 712-328-0788 Fax : 712-322-8604 Director of Placement	N	0
7	Chadron State Colledge 1000 Main St. Chadron, Nebraska 00000 Phone : 308-432-6439 Fax : 1-308-432-6439 Janet Hartman	N	0

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8	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
9	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 662-627-4155 Fax : 1-662-627-4361 Monica Moore	N	0
10	College of St. Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Fax : 1-402-399-2439 Lisa Crowder	N	0
11	Creighton Career Service Office 2500 California Plaza Harper Center-suite 2015 Omaha, Nebraska 68178 Phone : 402-280-3006 Fax : 1-402-280-3450 Lisa Brockhoff	N	0
12	Custer County Foundation ,Inc. P.O Box 304 403 South 9th Broken Bow, Nebraska 68822 Phone : 1-308-872-2232 Fax : Sandra Christiansen	Y	1
13	Dana College 2848 Cullen Dr. Blair, Nebraska 68008 Phone : 402-426-7258 Fax : 402-426-7922 Director of Placement	N	0
14	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Fax : Barb Ivey	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
15	Experience Unlimited 5404 Cedar Omaha, Nebraska 68106 Phone : 402-595-3885 Fax : Karen Johnson	N	0
16	Family Housing Services 2505 N. 24th St. Omaha, Nebraska 68110 Phone : 402-934-7921 Fax : Director of Placement Vacek	N	0
17	Future Directions YWCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 402-345-0635 Director of Placement	N	0
18	Goodwill Industries 6020 Maple St. Omaha, Nebraska 68104 Phone : 402-551-4260 Fax : 402-552-9338 Casey Wolf	N	0
19	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0
20	Hamilton College 3350 N. 90th St. Omaha, Nebraska 68131 Phone : 402-572-8500 Fax : Jennifer Crews	N	0
21	Heard about the job from Larry Cotnior who was our sportscaster at the time.	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Hutchinson Community College 1300 N. Plum Hutchinson, Kansas 67501 Phone : 316-665-3495 Fax : Betty Ann Kelly	N	0
23	In house promotion	N	1
24	InRoads/Greather Omaha, Inc. 2223 Dodge St. 10th Floor Omaha, Nebraska 68102 Phone : 402-348-1700 Fax : Joyce Cooper	N	0
25	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Fax : 712-325-0346 Pam Quandt	N	0
26	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Fax : 712-255-2674 Director of Placement	N	0
27	Iowa Western Community College 906 Sunnyside Ln. Atlantic, Iowa 50022 Phone : 712-243-5527 Fax : 1--- none none	N	0
28	Iowa Western Community College 2700 College Rd. Council Bluffs, Iowa 51503 Phone : 712-325-3200 Fax : 712-325=3284 Hugh Irwin	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
29	Iowa Workforce Development 300 W. Broadway, Ste #13 Council Bluffs, Iowa 51503 Phone : 712-242-2100 Fax : 712-242-2155 Randy Brookhart	N	0
30	Kaplan University 5425 N. 103rd St Omaha, Nebraska 68134 Phone : 402-431-6157 Fax : 1-402-431-6710 Diana Atkinson	N	0
31	KCNI/KBBN Radio	N	0
32	KCNI/KBBN Radio Ad	N	1
33	Local Newspaper & Radio Ads	N	6
34	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Fax : 1-712-274-5101 Stacie Hays	N	0
35	N.E. Indian Community College 2451 St. Marys Omaha, Nebraska 68105 Phone : 402-344-8428 Fax : 402-344-8358 Elan Cunningham	N	0
36	NAACP 2221 N. 24th St. Omaha, Nebraska 68102 Phone : 402-453-9730 Fax : 402-453-9676 Director of Placement	N	0
37	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Fax : 1-303-722-0924 Audrey Elling	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
38	National Assn' Hispanic Journalists 529 14th St. NW Ste. 634 Washington, District of Columbia 20045 Phone : NA Fax : Director of Placement	N	0
39	National Association of Black Journalists NA NA, Alabama Phone : NA Fax : 1--- Director of Placement NA	N	0
40	Native American Journalism Assn 1433 E. Franklin Ave Minneapolis, Minnesota 55404 Phone : NA Fax : 1--- Gordon Regguinti	N	0
41	NE Job Service/Experience Unlimited 5404 Cedar St. Omaha, Nebraska 68106 Phone : 402-595-3865 Fax : 402-595-2525 Karen Johnson	N	0
42	Nebraska Broadcasters Assn 12020 Shamrock Plaza Suite 200 Omaha, Nebraska 68154 Phone : 402-778-5178 Fax : 402-778-5131 Marty Riemenschneider	N	2
43	Nebraska Dept. Vocational Rehab. 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2655 Fax : Marjorie Nelson	N	0
44	Nebraska Job Service 5404 Cedar St. Omaha, Nebraska 68106 Phone : 402-595-3894 Fax : 402-595-3051 Karen Johnson	N	0

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45	Nebraska Service for Visually Impaired 1313 Farnam Omaha, Nebraska 68102 Phone : 402-595-2041 Fax : 402-595-1008 Director of Placement	N	0
46	Nebraska Wesleyan University 5000 St. Paul Ave. Lincoln, Nebraska 68508 Phone : 402-465-2217 Fax : 1-402-465-2179 Geri Cotter	N	0
47	Nebraska Workforce Development 5717 F Street Omaha, Nebraska 68117 Phone : 402-595-3009 Fax : 1-402-595-2701 Peggy Kotschwar	N	0
48	Nebraska Workforce Development 5717 F Street Omaha, Nebraska 68817 Phone : 402-595-3894 Fax : 1-402-595-3051 Sterling Holmes	N	0
49	North Omaha Star Newspaper 2216 N. 24th St. Omaha, Nebraska 68111 Phone : 402-346-4041 Fax : 402-346-4064 Charlene Spencer	N	0
50	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7263 Fax : 402-844-7400 RoseAnn Rogers	N	0
51	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1250 Fax : 1-660-652-1384 Stacey Stokes	N	0

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52	Nuestro Mundo Newspaper 3661 Davenport Omaha, Nebraska 68131 Phone : 402-731-6210 Fax : 1--- Rose Valdez	N	0
53	Ohio Center for Broadcasting, Co. Campus 5800 W. Alameda Ave. Suite A Denver, Colorado 80226 Phone : 303-937-7070 Fax : 303-975-0386 Dan Smith	N	0
54	Omaha Assoc. of Blac Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0
55	Omaha CIC 2724 N. 24th St. Omaha, Nebraska 68111 Phone : 402-457-4222 Fax : 402-457-6635 Director of Placement	N	0
56	Omaha Workforce Development 2431 N. 24th St. Omaha, Nebraska 68110 Phone : 402-444-3517 Fax : Deb Lowry	N	0
57	Omaha World-Herald 14th & Dodge Omaha, Nebraska 68131 Phone : 402-342-6633 Fax : Debbie Quaas	N	0
58	Recomendation from Consultant	N	1

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59	Sandhills Educational Services Cooperative 323 North 7th Broken Bow , Nebraska 66622 Phone : 1-308-872-5606 Fax : 1-308-872-5741 Deb Horn	N	0
60	Sioux City American Indian Center 510 Water St. Sioux City, Iowa 51101 Phone : 712-255-8957 Fax : 712-255-8957 Director of Placement	N	0
61	South Asian Journalists Ass'n 2950 Broadway New York, New York 10027 Phone : 212-854-7837 Fax : 212-854-7837 S. Sreenivasan	N	0
62	Southeast Community College 600 State St. Milford, Nebraska Phone : 800-933-7223 Fax : Gerald R. Eigsti	N	0
63	test sd sd sdf, Alabama 333 Phone : sdf Fax : 1-666-666-6666 sdf sd	Y	0
64	TV Jobs.com Alabama Phone : NA Fax : Director of Placement	N	0
65	TvB.org Job Bank Alabama Phone : NA Fax : Director of Placement	N	0

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66	Univ. of Neraska at Kearney Kearney, Nebraska 68849 Phone : 308-865-8501 Fax : 308-865-8882 Director of Placement	N	0
67	University of NE at Kearney Kearney, Nebraska Phone : 308-865-8249 Fax : Keith Terry	N	0
68	University of Sioux Falls 1101 W. 22nd St. Sioux Falls, South Dakota Phone : 605-331-6740 Fax : Mark Patterson	N	0
69	UNL 147 Andersen Hall Lincoln, Nebraska Phone : 402-472-7211 Fax : 402-472-8403 Richard Alloway	N	0
70	UNL College of Business Administration P.O. Box 880405 Lincoln, Nebraska Phone : 402-472-3382 Fax : Zoe Olson, Pub. Rel	N	0
71	UNO ASH 108, 6001 Dodge St. Omaha, Nebraska Phone : 402-554-4855 Fax : Prof. Mike Hilt	N	0
72	UNO Student Hispanic Organization Omaha, Nebraska 68110 Phone : 402-554-2333 Fax : 402-554-3388 Director of Placement	N	0

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73	UNO Television 60th & Dodge St. Omaha, Nebraska Phone : 402-554-2516 Fax : Jim Adams	N	0
74	Urban League of Nebraska 3022 N. 24th Omaha, Nebraska 68110 Phone : 402-453-9730 Fax : 1-402-453-9676 Damien Coran	N	0
75	Vatterott College 5141 F St. Omaha, Nebraska 68137 Phone : 402-731-3636 Fax : 1--- Justin Mackling	N	0
76	Vatterott College 5318 S. 136th St. Omaha, Nebraska 68137 Phone : 402-891-8411 Fax : Diane Lee, Dir	N	0
77	Vocation Rehabilitation Services 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2146 Fax : 402-595-1125 Maey Stayer	N	0
78	Vocational Rehabilitation 14714 N. 42nd St. Omaha, Nebraska 68131 Phone : 402-595-2100 Fax : 402-595-1125 Deb Dickson	N	0
79	Wayne State College 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7527 Fax : 1-402-375-7072 Terri Heggemeyer	N	0

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80	Western Ia. Tech. Comm. College 4647 Stone Ave. Sioux City, Iowa Phone : 712-274-6405 Fax : 712-274-6412 Director of Placement	N	0
81	WetFeet Recruiters Alabama Phone : NA Fax : Director of Placement	N	0
82	YMCA-Transitions Program 222 S. 29th St. Omaha, Nebraska Phone : 402-345-6555 Fax : Beth Nimmo, Coord.	N	0
83	YWCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 402-345-0635 Beth Nimmo, Coord.	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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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	3/26/2006	Participation in scholarship programs	KCNI/KBBN Radio offered a 500.00 scholarship that was be awarded March 26 2006 to Custer County High School graduate Chelsey Beshaler of Arnold Ne. She is interested in Broadcast Journalism. deadline for submitting applications was Feb 2006. This Scholarship is given in cooperation with the Custer County Foundation.	1	David Birnie	1.00
2	3/29/2006	Co Sponsoring Job Fair	The Broken Bow Public Schools and six different area businesses including KCNI/KBBN Radio participated in the professional business world and career day.	1	Larry Cotnoir	1.00
3	5/4/2006	Participation in events or programs sponsored by educational institutions	Anselmo Merna Career Day	2	David Birnie	0.25
4	6/1/2006	Establishment of an intern program designed to assist members of the community	Summer of 2006 Internship for Eric Holdt.	1	David Birnie	1.00
5	1/5/2007	Participation in events or programs sponsored by educational institutions	Anselmo Merna General Business/Adult Transition Class.	1	Larry Cotnior	0.25
6	3/20/2007	Participation in events or programs sponsored by educational institutions	Shadow Day provided to Broken Bow High School FBLA Student Preston Peterson.	4	David Birnie Bob Bowles Larry Cotnoir Cynthia Huhman	0.25
7	3/21/2007	Participation in events or programs sponsored by educational institutions	Participated in Broken Bow High School Sophmores Career Day March 21, 2007.	1	Bob Bowles	0.25
8	3/24/2007	Participation in scholarship programs	KCNI/KBBN/Custer County Foundation Scholarship 2007.	1	David Birnie	1.00
9	5/15/2007	Establishment of an intern program designed to assist members of the community	Josh Snyder a 2007 graduate of Arnold High School participated May, June and July in our intern program.	2	David Birnie Bob Bowles	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	8/15/2007	Provision of training to management	President of Custer County Broadacasting Co. KCNI/KBBN attended EEO seminar sponsored by the NBA August 16, 2007.	1		1.00
11	8/17/2007	Participation in scholarship programs	KCNI/KBBN Participated in the new EEO scholarship program for 2007-2008 in cooperation with many other Nebraska Broadcaster Association members.Scholarships were awared to two Nebraska college students for \$1,575.00 each in 2007 and 1,600.00 each in 2008. All applications both years were judged by all particpating stations including KNCI/KBBN both years. Commericals were aired to request applications at no charge from April thur June .Finalists were selected by the NBA Board.	1		1.00
12	3/2/2008	Participation in scholarship programs	KCNI/KBBN participated in the Custer County Foundation's 2008 Scholarship awards program.Over 500 applications were submitted by Senior High Students from the area and reviewed by the Foundation.The KCNI/KBBN Scholarship for \$500.00 is awarded to a student who plans to go to College to pursue a degree in Broadcast Journalism. This year Lindsey Kulp of Broken Bow recieved the award on March 2, 2008.	1	David Birnie	1.00
13	11/21/2008	Establishment of an intern program designed to assist members of the community	Provided a summer internship in cooperation with Nebraska Broadcasters Association.Dennis Driscol a 22 year old Junior at Wayne State College was awarded a paid internship from the NBA and spent June and a portion of July 2008 working with the staff of KCNI/KBBN. Dennis worked in the news and sports depatments learning how to write,edit and produce a newscast. He also worked on the air as a baseball comentator. He was compensated \$400.00 by the NBA. He also recieved talent fees from KCNI/KBBN.	3	David Birnie Bob Bowles Jeff Bailey	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
14	3/1/2009	Participation in scholarship programs	Custer County Broadcasting participated in the 2009 Custer County Scholarship Foundation program. Over 450 students from the area applied for scholarships. KCNI/KBBN Radio awarded a \$500.00 scholarship to Thomas Peterson a Broken Bow High School Senior. Thomas has been a partime employee at KCNI/KBBN fo 2years. He is planning on going to college in Fremont Nebraska and his major will be Broadcast Journalism. The Foundation Broard made the selection and Thomas was awarded the scholarship during a ceremony March 1, 2009.	1	David Birnie GM	1.00
15	3/25/2009	Participation in events or programs sponsored by educational institutions	Custer County Broadcasting participated in the Broken Bow High School's Career Day March 25,2009. Seven Sophomores were given a tour of the Stations as requested by Jackie Wagner head of the Career Prep Committe. The tour was part of a full day of sessions centered on career options.	1	Bob Bowles Production Department	0.25
16	5/11/2009	Establishment of an intern program designed to assist members of the community	As in past summers KCNI/KBBN conducted an intern program. This summers Collgege Student was Kristen Bauer from Merna Nebraska. She attends the Universtiy of Nebraska majoring in both News Editorial and Broadcast Journalism. She applied for the Nebraska Broadcasters intern program but was not selected. We established our in house program for her to train May June and July.	2	David Birnie Gm Bob Bowles Production Dept	1.00
17	8/25/2009	Participation in scholarship programs	Custer County Broadcastiing Co participated in the Nebraska Broadcasters 2009 Scholarship program	1	David Birnie GM	1.00
18	12/1/2009	Co Sponsoring Job Fair	Custer County Career Day	3	David Birnie GM Bob Bowles Copy/Production Director Brent Apperson Sports Director	1.00

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TOTAL POINTS OVER REPORTING PERIOD:						14.25