

Annual EEO Public File Report

For the Period Beginning January 22, 2010 and Ending January 21, 2011

Part I

Station Information

Part II

Recruitment sources/interviewees for each full-time vacancy

Part III

Recruitment initiatives

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Signature: _____

Title: Business Manager

Date: January 21, 2011

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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

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 2 full-time job vacancies were filled by the employment unit.

The station website is 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

Full-time positions filled by Job Title	Recruitment Source of Hiree	Number of Interviewees from all sources for this position
Sales Person	Chadrad.com	1
News Director	Chadrad.com/All Access.com	2

Total Number of Persons Interviewed During Applicable Period: 3

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	2	2
All Access.com	1	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. Sales Person
2. KCSR – AM
3. Position opened 1/15/10
4. Position filled 2/10/10

Other Recruitment Sources Utilized:

Chadrad.com

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
2/1/10	Chadrad.com

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

New Job Vacancy

General Information

1. News Director
2. KCSR – AM
3. Position opened 8/15/10
4. Position filled 9/1/10

Other Recruitment Sources Utilized:

All Access.com

Chadrad.com

Interviewees

1. List of interviews for this position:

Date	Recruitment Source
8/15/10	Chadrad.com

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

Part III

As of January 21, 2011 KCSR had 11 full-time employees.
Population is under 250,000.

Activity #1 **Activity: Job Fairs**

Host/Sponsor of Activity: Chadron State College – March 24, 2010

Participating Personnel: Sara Taylor

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: KCOW, KAAQ, KCNB, KQSK, **KCSR**, KNEB, KSID, KOTA-TV
– April 27, 2010

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: January 2010 – May 2010

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:

Nilufar Kabuloza – interned from January to May 2010. She helped the news department post news and sports items. Nilufar produced a morning show with international students. She learned the in and outs of the front office. She helped with production - downloading commercials and imported music for the automation system.

Activity #3
Activity: Scholarship Program

Date: May, 2010

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, 2010

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.