BROADCAST EMPLOYMENT UNIT
RECRUITMENT INITIATIVES CHECKLIST

Station(s): KKPR-FM KXPN-AM
(list all that are included within Employment Unit)

Community(ies) of License: Kearney, NE

Date of Annual Report: 2/1/10
(enter the anniversary of the date the renewal application must be filed, which is four months prior to expiration of license)

No. of Full-time Employees:[1]

5 – 10 / More than 10_____XX_____
(check the number that applies)

*In a **two-year** period an Employment Unit with more than 10 full-time employees must engage in at least four of the initiatives or events listed below. If the Employment Unit has 5 – 10 full-time employees or is located in a smaller market, it must engage in at least two of the listed initiatives or events.[2] The period begins on the date the stations within the Employment Unit must file their license renewal applications, and the 2nd, 4th, and 6th anniversaries thereof. Each year, on the anniversary date, an Employment Unit must list and briefly describe the initiatives undertaken in the past year, place that list in the local public inspection file of each station within the Employment Unit, and post that list on the station's web site if it has one.*

In the preceding year, the Employment Unit has engaged in (check all that apply):

			Ex. No.[3]
_____	Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.	1)_____ (Date/Location/Event)	_____
		2)_____ (Date/Location/Event)	_____
		3)_____ (Date/Location/Event)	_____
		4)_____ (Date/Location/Event)	_____
_____	Hosted at least one **job fair**.	1)_____ (Date/Location/Event)	_____

[1] An employee with 50% or more ownership, or employees with 20% or more ownership where there is no owner with 50% or more ownership, are not regarded as employees.
[2] A "smaller market" is a metropolitan area with a population of fewer than 250,000, and any area outside all metropolitan areas as defined by the Office of Management & Budget.
[3] For insertion in an EEO binder, place a description of the activity and/or proof of participation behind a numbered tab. Insert appropriate exhibit number in the line next to the activity.

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_____	Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.	(Date/Location/Event)	_____
_____	Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	1)_____ (Date/Location/Event) 2)_____ (Date/Location/Event) 3)_____ (Date/Location/Event) 4)_____ (Date/Location/Event)	_____ _____ _____ _____
_____	Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.		_____
_____	Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (*i.e.*, that are not primarily directed to providing notification of specific job vacancies).		_____
XX___	Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.	Describe: We fund the scholarships as per the NBA board decision, so in additon to the monetary involvement, we also ran spots on the air promoting the scholarship program, and we participated in the reviewing and judging of all applicants to help narrow the list down to the finalists.	_____
XX___	Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Two office personnel were sent to Smarts Broadcast Training 10/2009 Describe: P1 Selling Online Business Training Entire Staff Accessable	_____
_____	Established a **mentoring** program for station personnel.		_____
_____	Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.	1)_____ (Date/Location/Event) 2)_____ (Date/Location/Event) 3)_____ (Date/Location./Event) 4)_____	_____ _____ _____ _____

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		(Date/Location/Event)	
_____	Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.	1) _____ 2)_____ (Date/Location/Event)	_____ _____
_____	**Listed** each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	Identify job banks/newsletters	_____
_____	Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting	Describe:	_____
_____	Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.	Describe:	_____
_____	Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.	Describe:	_____
XX___	Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	General Manager attended EEO Source 1 Seminar sponsored by the Nebraska Broadcasters Association	____

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LIST OF POSITIONS FILLED****

List all full-time job vacancies filled by employment unit, identified by job title, and indicate source-referring person hired.

JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
Office	Employee Referral
	Exigent circumstance due to short notice and the need to continue day to day office operations. Although notification was given to the usual sources, a time consuming recruitment process was not possible and applications which resulted from advertising were not interviewed/

Retain list of positions filled until after the grant of the next renewal application.nnually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station's local public inspection file and post the list on the station's web site if it has one.

RECRUITING SOURCES USED****

Use Separate Sheet for Each Opening

Job Title of Position: Office Date of Hire: 07/09

List all recruiting sources utilized to fill the vacancy (*e.g.*, employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KKPR-FM	y	PO Box 130 Kearney NE 68848	Craig Eckert	308-236-9900
KKPR-AM (Now KXPN)	Y	PO Box 130 Kearney NE 68848	Craig Eckert	308-236-9900
Nebraska Workforce Development	Y	http://nejoblink.nebraska.gov/index.cfm?app=emp:jt&rand=1&msg=loggedin&err=login	NA	Website

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. *See* Rule 73.2080(c)(1)(ii).

Retain for each position filled until after the grant of the next renewal application.

Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station's local public inspection file and post the list on the station's web site if it has one.

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Date of Annual Report: February 1, 2010

(enter the anniversary of the date the station must file its renewal application, which is four months prior to expiration of the license)

Total Number of Persons Interviewed in Preceding Year: 1

Some listed more than one source of inquiry.

List total number of interviewees generated by each recruitment source in the preceding year (use as many pages as necessary).

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Employee Referral	1
Nebraska Workforce Development	0
KKPR/ESPN Website (kkpr.com espnsuperstation.com)	0

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