

KBIE-FM, KNCY-AM
EEO PUBLIC FILE REPORT
January 1, 2024 - December 31, 2025

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
Account Executive for Radio Sales	1-9	3

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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	All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310-457-6616 Joel Denver Manual Posting	Y	0
2	Auburn Chamber of Commerce 1101 J Street Auburn, Nebraska 68305 Phone : 402-274-3521 Email : auburnchamberofcommerce@gmail.com Suzie Adams	N	0
3	Indeed.com	N	6
4	KBIE-FM 911 Central Avenue 2nd Floor Nebraska City, Nebraska 68410 Phone : 402-873-3348 Email : jennie@newschannelnebraska.com Fax : 1-402-873-7882 Jennie Tachovsky	Y	0
5	KNCY-AM 911 Central Avenue 2nd Floor Nebraska City, Nebraska 68410 Phone : 402-873-3348 Email : jennie@newschannelnebraska.com Fax : 1-402-873-7882 Jennie Tachovsky	Y	0
6	Nebraska Broadcasters Association 11414 West Center Rd Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Email : marty@ne-ba.org Marty Riemenschneider	Y	0
7	Southeast Community College 600 State Street Milford, Nebraska 68405 Phone : 402-761-8242 Email : mhostetler@southeast.edu Marcy Hostetler	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
8	Syracuse Chamber of Commerce PO Box J Syracuse, Nebraska 68446 Phone : 402-269-3242 Email : chamber@gosyracusene.com Career Listings	N	0
9	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	2/7/2024	Participation in events or programs sponsored by educational institutions	Participation in an event centered around Agricultural Broadcasting.	1	Account Executive
2	Ongoing Event	Participation in scholarship programs	NBA Annual Scholarship - judging/promotion	1	Senior Vice President
3	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Aired PSAs from Nebraska Broadcaster's Association that promoted NBA 'Channel You' website, targeting youths with information on broadcasting careers.	1	General Manager
4	5/9/2024	Participation in events sponsored by organizations representing the community	Leadership Nebraska City, an organization dedicated to connecting professionals within our community, toured the station and discussed career opportunities within broadcasting.	1	General Manager
5	10/8/2024	Participation in events or programs sponsored by educational institutions	The Conestoga High School Journalism Class toured the station to learn about career opportunities in broadcasting and how journalism coincides.	1	General Manager
6	10/14/2024	Participation in events sponsored by organizations representing the community	APACE, an organization that supports individuals with disabilities, toured the station to discuss career opportunities within broadcasting.	1	General Manager
7	10/16/2024	Participation in events sponsored by organizations representing the community	Participated in Connect the Dots. This event is led by the Nebraska Extension Office as a way to connect students to career opportunities.	1	Root