

**KBIE-FM, KNCY-AM**  
**EEO PUBLIC FILE REPORT**  
**January 1, 2023 - December 31, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive for Radio Sales	3-4	4
Morning Show Host/Operations Manager	1-2, 5-6	6

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310-457-6616 Joel Denver Manual Posting	Y	2
2	Call In	N	1
3	Facebook post	N	1
4	KBIE-FM 911 Central Avenue 2nd Floor Nebraska City, Nebraska 68410 Phone : 402-873-3348 Email : bhughes@newschannelnebraska.com Fax : 1-402-873-7882 Bradley Hughes	Y	2
5	Other Source	N	1
6	Sportscaster Talent Agency of American Website Orange County, California Phone : 949-648-7822 Url : <a href="http://staatalent.com/">http://staatalent.com/</a> Email : jon@staatalent.com Jon Chelesnik	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/6/2023	Participation in events or programs sponsored by educational institutions	Nebraska Center for the Education of Children who are Blind or Visually impaired toured the station to discuss career opportunities within broadcasting.	1	Tachovsky
2	2/23/2023	Participation in events or programs sponsored by educational institutions	Career Fair for Syracuse, NE High School to educate students on career opportunities in broadcasting.	1	Tachovsky
3	Ongoing Event	Participation in scholarship programs	NBA Annual Scholarship - judging/promotion	1	General Manager
4	4/13/2023	Participation in events or programs sponsored by educational institutions	APACE, an organization that supports individuals with disabilities, toured the station to discuss career opportunities within broadcasting.	1	Tachovsky
5	8/23/2023	Participation in events or programs sponsored by educational institutions	The Nebraska City Middle School Careers Class visited to tour the station and discuss employment opportunities in broadcasting. Scope included higher education that will be needed and on the job training possibilities.	2	Tachovsky Root
6	11/30/2023	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	Tachovsky