

Kansas Broadcast Company - Colby/Goodland EEO Public File

The purpose of this EEO Public File Report is to comply with Section 73.2080 (C) (6) of the FCC's 2002 EEO Rule. This report is prepared on behalf of the Station Employment Unit that is comprised of the following station:

<u>Call Sign</u>	<u>Station Type</u>	<u>Location, City and State</u>
KXXX-AM	AM 790	1065 S Range Ave
KRDQ-FM	FM 100.3	Kansas Broadcast Company
KLOE-AM	AM 730	Colby, KS 67701
KKCI-FM	FM 102.5	Phone: (785) 462-3305
KWGB-FM	FM 97.9	

Prepared by Chad Jones, General Manager
Kansas Broadcast Company - Colby and Goodland, Kansas

This report lists full-time recruiting activity for positions open or potentially open between January 1, 2024 and December 31, 2024. Also included in this report is the date hired and sources utilized for recruitment of hires.

Company Name: Kansas Broadcast Company.

A.

The following is a list of all vacancies for full-time jobs during the reporting period:

Job Title	Date Open	Date Filled
Sales Executive	7/12/24	12/2/24
Sports Director	8/16/24	9/10/24
Farm Director	3/1/24	6/3/24

B.

EEC Public Report Compliance Tools Outreach Initiatives:

#1 2/23 Pre-school Tour. Colby, Kansas. Staff toured the students talked about our jobs and did recordings with the kids and answered questions about our jobs.

#2 2/28, 7th grade career fair. Colby Event Center, Colby, Kansas. Representing Kansas Broadcast Company was Chad Jones and Kristina Hemel, who discussed the different jobs in the radio business, what they pay, and the education needed.

#3 3/21 HeadStart Tour. Colby, Kansas. Staff toured the students talked about our jobs and did recordings with the kids and answered questions about our jobs.

#4 4/3 After School Program. Colby, Kansas. Staff toured the students talked about our jobs and did recordings with the kids and answered questions about our jobs.

#5 4/11 Presentation to the local Kiwanis group about the radio stations and our staff, upcoming opportunities, and community events we were putting on.

#6 8/21 Colby Community College Block Party, Joel Navarro and Kristina Hemel went to the back-to-school event to meet new college students and discuss our business and possible part time job opportunities.

#7 9/25 Colby Community College Job Fair, Chad Jones went to the college and set up a booth and meet with college students and discussed our business and possible job opportunities.

#8 Radio recruitment ads on Kansas Broadcast Company's radio stations in Colby and Goodland, KS Chad Jones, 785-462-3305

#9 Kansas Association of Broadcasters Job Bank at KAB.NET Kansas Association of Broadcasters, 214 SW 6th Ave #300, Topeka, KS 66603 785-235-1307

#10 Hired Cutter Neitzel as an Intern through the Kansas Association of Broadcasters internship program. The program paid him through July and August. He cut commercials, voice tracked various shows, input weekly shows and helped with paperwork.

#11 Sportscaster Talent Agency of America Job Bank at staatalent.com Jon Chelesnik, Owner jon@staatalent.com (949) 648-7822

#12 Inside radio online job board at www.insideradio.com

#13 Radio Insight online job board at www.radioinsight.com

#14 Radio Online's online job board at www.radio-online.com

C.

Sources which provided the hire for the positions that opened.

<u>Job Title</u>	<u>Source</u>
Farm Director	Referral
Sports Director	Sports Casters Talent Agency

Sales Position

Radio Ad

D.

During the reporting period, there were a total of eight (8) applicants interviewed for vacancies for the full-time position(s). The following is a list of the total number of interviewees referred by each recruiting source shown above in Section B.

<u>Recruitment Source</u>	<u>Total of Interviewees</u>
Walk In	0
KAB Job Bank	1
Job Fair	0
Radio advertisements	1
Employee Referral	0
Industry Referral	1
Radio Online	0
Radio Insight	0
Inside Radio	1
Staa Job Bank	4
Total	8

E.

Fulltime positions hired during reporting dates:

Three Full-Time employees were hired during the 2024 reporting period.

#1 New Employee Name: Kaitlyn Wolters

Position: Farm Director

Source: Industry Referral

Hire Date: 6/3/24

#2 New Employee Name: Max Gershon

Position: Sports Director

Source: Sports Casters Talent Agency of America

Hire Date: 9/9/24

#3 New Employee Name: Ann Myers

Position: Sales

Source: Radio Ads (KLOE)

Hire Date: 12/2/24