

KBIE-FM, KNCY-AM
EEO PUBLIC FILE REPORT
January 1, 2025 - 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	1-17	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Creighton University 2500 California Plaza Suite 2015 Omaha, Nebraska 68178 Phone : 402-280-2722 Fax : 1-402-280-3450 Jim Bretl	N	0
4	Doane College 1014 Boswell Avenue Crete, Nebraska 68333 Phone : 402-826-8572 Fax : 1-402-826-8278 Chris Jones	N	0
5	Iowa Western Community College 1001 W Sheridan Shenandoah, Iowa 51601 Phone : 712-246-1499 Kristin Smith Manual Posting	N	0
6	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
7	Metropolitan Community College 30th and Fort Street Career Services Omaha, Nebraska 68103 Email : mcRibbs@mcneb.edu M Cribbs	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	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
9	Nebraska City News Press 823 Central Avenue PO Box 757 Nebraska City, Nebraska 68410 Phone : 402-369-2135 Email : classad@ncnewspress.com Roxanne Schutz	N	0
10	Nebraska Wesleyan University 5000 Saint Paul Ave Lincoln, Nebraska 68405 Phone : 402-465-2414 Email : jsa@nebrwesleyan.edu Janelle Andreini	N	0
11	Station On-Air Advertisement	N	1
12	University of Nebraska - Lincoln Broadcasting Department 202 Andersen Hall Lincoln, Nebraska Phone : 402-472-6856 Email : ralloway1@unl.edu Rick Alloway	N	0
13	University of Nebraska - Lincoln 330 Nebraska Ctr Lincoln, Nebraska 68583 Phone : 402-472-3145 Email : careerservices@unl.edu Chris Timm	N	0
14	University of Nebraska - Omaha 6001 Dodge Street Omaha, Nebraska 68182 Phone : 402-554-3672 Email : hreilly@unomaha.edu Hugh Reilly	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
15	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7425 Email : jabarell@wsc.edu Fax : 1-402-375-7072 Jason Barelman	N	0
16	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
17	York College 1125 E 8th Street York, Nebraska 68467 Phone : 402-363-5600 Email : chrystal.houston@york.edu Chrystal Houston	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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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	2/7/2025	Participation in events or programs sponsored by educational institutions	Guest presenter to a Media Management class at Wayne State College.	1	General Manager
2	Ongoing Event	Participation in scholarship programs	NBA Annual Scholarship - judging/promotion	1	Senior Vice President
3	3/31/2025	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	Operations Manager
4	5/8/2025	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	9/10/2025	Participation in events or programs sponsored by educational institutions	Presented to the Nebraska City JAG (Jobs for America's Graduates) class to discuss career opportunities in broadcasting.	1	General Manager