

KBBN FM, KCNI AM
EEO PUBLIC FILE REPORT
February 1, 2025 - January 31, 2026

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
News Director	1	1

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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	Exigent Circumstances	N	1
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	3/23/2025	Participation in scholarship programs	Each year KCNI/KBBN offers a \$500 dollar scholarship to be awarded to a student who is pursuing a degree in broadcast journalism. This is conducted through the Custer County Foundation. Committee members review the applicants and select the winner.	1	
2	3/31/2025	Participation in Job Fairs	Participated in the Nebraska Broadcasters Association's Virtual Job Fair March 31-April 4, 2025	1	Station Manager
3	4/3/2025	Participation in scholarship programs	KCNI/KBBN participated in 2025 scholarship program of the Nebraska Broadcasters Association.	1	GM/Owner
4	6/1/2025	Participation in events sponsored by organizations representing the community	Promoted University of Nebraska Lincoln's 2025 Digital Media Expression Media Camp.	1	Station Manager
5	9/22/2025	Participation in Job Fairs	Participated in and promoted the Nebraska Broadcasters Association's Virtual Job Fair September 22 through October 3, 2025	1	Station Manager
6	10/15/2025	Participation in events or programs sponsored by educational institutions	KCNI/KBBN Sports Director was a guest speaker at the JAG Program October 15, 2025 at the Anselmo-Merna High School. Brent highlighted opportunities in Broadcasting.	1	