



Annual EEO Public File Report Form

KWBE

Annual EEO Public File Report

The Purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following Stations: KWBE Beatrice, Nebraska. And is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning April 1, 2008 to and including January 31, 2009 (the "Applicable Period")

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of full-time vacancies filled by the Stations comprising the Station Employment Unit during the Application Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified, identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

KWBE
Beatrice 1450
200 Sherman St
Beatrice, NE 68310



Appendices 1,2 and 3, which follow, have been designed in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the phone.

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Appendix 1
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Covering the Period from April 1, 2008 to January 31, 2009

Stations Comprising Station Employment Unit: KWBE

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all Sources for this Position
1	Business Manager	Workforce Development	4
2	Promotions Director	KUTT	1
3	Promotions Director	Employee	2
4			
5			
6			

Total Number of Persons Interviewed During Applicable Period: 7

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Appendix 2
Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
A	KWBE Radio, 200 Sherman, Beatrice NE; 402-228-5888; Brad Achtemeier; kuttbrad@diodecom.net	2	Business Manager; Promotions Director
B	Beatrice Daily Sun, 200 North 7 th , Beatrice NE 402-223-5233	1	Business Manager; Promotions Director
C	Nebraska Workforce Development, 5109 West Scott Rd, Suite 413, Beatrice, NE 402-223-60-60	1	Business Manager; Promotions Director
D	KUTT Radio, 414 4 th Street, Fairbury, NE 402-729-3382, Rick Siebert	3	Business Manager; Promotions Director
E			
F			
G			
H			
I			
J			
K			
L			
M			
N			
O			
P			
Q			

*Indicates sources that have requested notification of Job openings

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Appendix 3

Section: 3 Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KWBE

(Description of activities)

- On Thursday, August 7, 2008 Marketing Consultants Kaye Schlake and Andrea Holst attended the basic sales training seminar by Julie Gade. These meetings were all held at the Embassy Suites in Lincoln and were part of the Nebraska Broadcasters Association 2008 Convention
- On Thursday, November 13, 2008 Farm Director, David Neidfeldt attended the National Convention of National Association of Farm Broadcasting in Kansas City, Missouri. Where he attended the annual Meeting and trade show with Ag officials.

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