

EEO ANNUAL PUBLIC FILE REPORT
EAGLE COMMUNICATIONS, INC., ALLIANCE, NEBRASKA
FEBRUARY 01, 2004 THROUGH JANUARY 31, 2005

UNIT MEMBERS	KCOW(AM)	ALLIANCE, NE
	KAAQ(FM)	ALLIANCE, NE

EEO CONTACT INFORMATION FOR UNIT MEMBERS:

EAGLE COMMUNICATIONS, INC	TELEPHONE: (308) 762-1400
1210 W 10 TH ST	CONTACT: TERRI FRIESEN
ALLIANCE, NE 69301	E-MAIL: TERRI.FRIESEN@EAGLERADIO.NET

FULL-TIME JOB VACANCIES FILLED IN REPORTING PERIOD

- 1) FM PROGRAMMING CO-ORDINATOR
REFERRAL SOURCE for HIRE: EMPLOYEE REFERRAL, SOURCE MASTER LIST NUMBER 1
SOURCES USED TO PUBLICIZE OPENING: SOURCES 1, 3-6, 9 ON THE MASTER RECRUITMENT SOURCE LIST [THIS HIRE WAS MADE UNDER THE EXIGENT CIRCUMSTANCES EXEMPTION (NEED TO FILL AN IMMEDIATE ON-AIR VACANCY).]

- 2) ADMINISTRATIVE ASSISTANT
REFERRAL SOURCE for HIRE: ON-AIR ADVERTISEMENT, SOURCE MASTER LIST NUMBER 2
SOURCES USED TO PUBLICIZE OPENING: SOURCES 1, 2, 7-9 ON THE MASTER RECRUITMENT SOURCE LIST

MASTER RECRUITMENT SOURCE LIST

	SOURCE REQUEST/ ENTITLED	NUMBER OF INTERVIEWEES
1. EMPLOYEE REFERRALS	NO	1
2. KCOW-AM/ KAAQ-FM RADIO ANNOUNCEMENT GENERAL MANAGER 1210 W 10 TH ST ALLIANCE, NE 69301 (308) 762-1400	NO	4
3. UNL SCHOOL OF BROADCASTING RICK ALLOWAY 147 ANDERSON HALL LINCOLN, NE 68588-0466 (402) 472-3041	NO	0
4. NATIONAL ASSN. OF BROADCASTERS www.nab.org 1771 N ST NW WASHINGTON, DC 20036 (202) 775-2983	NO	0
5. NEBRASKA BROADCASTER'S ASSN. www.ne-ba.org 12020 SHAMROCK PLZ, STE 200 OMAHA, NE 68154	NO	0
6. INDEPENDENT WEBSITE www.tvandradiojobs.com	NO	0
7. ALLIANCE TIMES-HERALD SALLY YEAGER 114 E 4 TH ST ALLIANCE, NE 69301 (308) 762-3060	NO	1
8. WORKFORCE DEVELOPMENT/ALLIANCE JILL LANGEMEIER 302 BOX BUTTE AVE ALLIANCE, NE 69301 (308) 763-2935	NO	1
9. STATION WEB SITE www.doubleqcountry.com JASON WENTWORTH 1210 W 10 TH ST ALLIANCE, NE 69301 (308) 762-1400	NO	0

STATIONS KCOW-AM AND KAAQ-FM ARE EQUAL OPPORTUNITY EMPLOYERS

10. BROADCAST CENTER JIM BLAND 2360 S HAMPTON ST. LOUIS, MO 63139 (314) 647-8181	YES	0
11. RADIO & RECORDS WEBSITE www.radioandrecords.com 10100 SANTA MONICA BLVD, 3 RD FLR LOS ANGELES, CA 90067-4004 (310) 553-4330	NO	0
12. LOGIAN ENTERPRISES www.radio411.com	NO	0
13. SELF-GENERATED/WALK-IN	NO	0

TOTAL INTERVIEWEES DURING REPORTING PERIOD: 7

IF YOU ARE INTERESTED IN BECOMING AN EAGLE COMMUNICATIONS, INC. RECRUITMENT SOURCE, PLEASE CONTACT:

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1210 W 10TH ST
ALLIANCE, NE 69301
TELEPHONE: (308) 762-1400
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TERRI.FRIESEN@EAGLERADIO.NET

SUPPLEMENTAL RECRUITMENT INITIATIVES

1. INITIATIVE: JOB FAIR

KCOW(AM) AND KAAQ(FM) HOSTED A LOCAL JOB FAIR ON APRIL 6, 2004 TO BOOST AWARENESS OF AREA JOB OPPORTUNITIES AND SCHOLARSHIPS. PARTICIPANTS FROM THE STATIONS INCLUDED THE GENERAL MANAGER AND THE PROGRAM DIRECTOR.

2. INITIATIVE: INTERNSHIP PROGRAM

EAGLE RADIO INC, REPRESENTING ALL LISTED ENTITIES, EMPLOYS HIGH SCHOOL AND COLLEGE STUDENTS AS PART-TIME CONTROL-BOARD OPERATORS IN ORDER TO ATTRACT LOCAL STUDENTS TO THE BROADCASTING FIELD. EACH INTERN IS SHOWN STEP-BY-STEP PROCEDURES UNDER THE DIRECT SUPERVISION OF THE PROGRAM DIRECTOR. THE PROGRAM DIRECTOR THEN ASSIGNS THE INTERN TO SHADOW A CURRENT EMPLOYEE. ONCE THE INTERN DEMONSTRATES THE PROPER KNOWLEDGE OF RESPONSIBILITES, THE INTERN OPERATES THE CONTROLS WITH THE DIRECT SUPERVISION OF A CURRENT EMPLOYEE. UPON COMPLETION OF THE TRAINING, INTERNS ARE CONSIDERED FOR PERMANENT POSITIONS.

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