

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 stations:

<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, 2025 and December 31, 2025. 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	7/13/25	Open
Sports Director	4/5/25	8/21/25
News Director	New Position	1/15/25
News Director	6/1/25	Open
Farm Broadcaster	5/4/25	5/19/25

B.

EEC Public Report Compliance Tools

Outreach Initiatives:

#1 4/11 Pre-school Tour. Colby, Kansas. Staff toured the students talked about our jobs and did recordings with the kids and answered /about our jobs.

#2 2/26, 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 8/26 Goodland Main Street Crawl. Kristinan Hemel and Joel Navarro attended the event put on by Fort Hays Tech Northwest in downtown Goodland so that their students could meet with businesses about job and career opportunities. We set up

equipment and talked to multiple students about the different job possibilities in radio.

#4 8/20 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.

#5 3/5 Colby Community College Ag Job Fair, Chad Jones went to the college and set up a booth and met with college students and discussed our business and possible job opportunities in Ag Radio.

#6 6/6 Open House at our new Goodland Studios. We had all of our staff on hand as we invited all of the public into our studios. We talked about the future of the stations, their impact on the communities and the career opportunities we offer.

#7 8-5 Chad Jones and Kyle Bauer attended the Leadership Masterclass put on by the Kansas Association of Broadcasters. The class touched on leadership, recruitment, interviewing, development of staff, hiring and firing processes and ways of dealing with different personality types as well as many other topics.

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

#9 Hired Landon Barnes as an Intern through the Kansas Association of Broadcasters internship program. The program paid him through April and May. He cut commercials, voice tracked various shows, input weekly shows and helped with paperwork. Landon has remained on our payroll.

#10 Sportscaster Talent Agency of America Job Bank at staatalent.com Jon Chelesnik, Owner [\(949\) 648-7822](mailto:jon@staatalent.com)

#11 Colorado Association of Broadcaster [Job Board – Colorado Broadcasters Association](#)

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

#13 Jobs were listed on the NWKS Radio website and Facebook pages.
nwksradio.net

#14 National association of Farm Broadcaster Job Board [Jobs | NAFB](#)

C.

Sources which provided the hire for the positions that opened.

<u>Job Title</u>	<u>Source</u>
Farm Director	NAFB Job
Sports Director	Sports Casters Talent Agency
News Director	Local Recommendation

D.

During the reporting period, there were a total of eight (13) 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	1
Radio advertisements	1
Employee Referral	1
Industry Referral	0
C.A.B. Job Bank	0
Radio Insight	0
N.A.F.B. Job Bank	1
Staa Job Bank	8
Total	13

E.

Fulltime positions hired during reporting dates:

Three Full-Time employees were hired during the 2025 reporting period.

#1 New Employee Name: Addison Stoddard

Position: Farm Director

Source: N.A.F.B. Job Bank

Hire Date: 5/19/25

#2 New Employee Name: Connor Schuh

Source: Sports Casters Talent Agency of America

Hire Date: 8/21/25

#3 New Employee Name: Derek White

Position: News Director

Source: Local Referral

Hire Date: 1/15/25