

Connoisseur Media, LLC – Omaha Operations
KBBX-FM

Annual EEO Public File Report
January 1, 2007 – December 31, 2007

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 and is required to be placed in the public inspection files of the station and posted on the station website, if they have a website.

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

1. A list of all full-time vacancies filled by the station comprising the Station Employment Unit during the above-listed 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 © (1) (ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
3. The recruitment source that referred the hired for each full-time vacancy during the above-listed period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the above-listed period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 © (2) of the FCC rules.

CONNOISSEUR MEDIA, LLC

Equal Employment Opportunity & Non-Discrimination Policy

Statement of Philosophy and Policy

Connoisseur Media, LLC is proud of its tradition of providing a collegial and professional work environment in which all individuals are treated with respect and dignity. It is the policy of Connoisseur to treat all applicants and employees in a non-discriminatory manner without regard to race, color, religion, national origin, sex, disability, age, military service or any other characteristic or status protected by applicable law. This policy applies to all employment practices of Connoisseur, including, but not limited to, recruiting, hiring, promotion, transfer, training, compensation, benefits, leaves of absence and termination. It not only prohibits discriminatory practices, but also harassment based upon legally-protected characteristic or status. Connoisseur is committed to the concept of equal opportunity in its hiring and promotion practices and therefore actively seeks, both internally and externally, the most qualified people.

Connoisseur's Equal Opportunity and Non-Discrimination Policy is on Page 1 of the Connoisseur Media Employee Handbook which is given to every Company employee. Connoisseur Media, LLC requires date/signature of any/all Company employees as to receipt of said Employee Handbook and understanding of information therein.

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Morning Show Host

<u>Referral Source</u>	<u># of Applicants Interviewed</u>	
<u>Hired</u>		
Employee Referral	2	No
Word of mouth Market/Industry	1	Yes
Number of Applicants Interviewed	3	

Business Manager

<u>Referral Source</u>	<u># of Applicants Interviewed</u>	
<u>Hired</u>		
Employee Referral	3	No
Nebraska Broadcasters Association	1	Yes – 1
Number of Applicants Interviewed	4	

Account Manager (Sales)

<u>Referral Source</u>	<u># of Applicants Interviewed</u>	
<u>Hired</u>		
Employee Referral	2	Yes – 1
Radio Station ads	4	Yes - 1
Number of Applicants Interviewed	6	

Production Director

<u>Referral Source</u>	<u># of Applicants Interviewed</u>	
<u>Hired</u>		
Internal Candidate	1	Yes
Number of Applicants Interviewed	1	

Receptionist

<u>Referral Source</u>	<u># of Applicants Interviewed</u>	<u>Hired</u>
Radio Station ads	8	Yes – 1

Board Operators

<u>Referral Source</u>	<u># of Applicants Interviewed</u>	<u>Hired</u>
Employee Referral	5	3

Below is a list of organizations that Connoisseur Media, LLC – Omaha has compiled and will send written notification to of any and all full time job vacancies as they becomes available at the radio station:

<u>Organization</u>	<u>Address</u>	<u>City/State/Zip</u>	<u>Phone</u>	<u>Fax</u>	<u>Email</u>	<u>Contact</u>
Neb. Hispanic Ch of Com	4018 L Street	Omaha, NE 68107	933 – 0384		mlondono@cchnebraska.org	Marta Sonia Londono
AIB College of Business	2500 Fleur Drive	Des Moines, IA 50321	515-246-5383	515-288-4366	hitzeji@aib.edu	Joan Hitzel
AWRT	2665 Douglas St.	Omaha, NE 68131	402-345-7777	402-978-8922	raddison@hearst.com	Rebecca Addison
Bellevue University	1000 Galvin Rd South	Bellevue, NE 68005	402-291-8100	402-292-2043	djg@bellevue.edu	Dorothy Graham
Brown College	1440 Northland Dr.	Mendota Hts, MN 55120	651-905-3465	651-905-3555	http://placement.browncollege.edu Karol Baumeister kbaumeister@browncollege.edu	
Central Community College	3134 W. Hghwy 34	Grand Island, NE 68802	308-398-4222		jbrooks@cccneb.edu	John Brooks
Chadron State College	1000 Main St	Chadron, NE 69337	308-432-6292	308-432-6439	jhartman@csc.edu	Janet Hartman
Chicano Awareness Ctr	4821 S. 24 th St	Omaha, NE 68107	402-731-4825	402-733-6720	jpolanco@cacinc.org	Jorge Polanco
Creighton U.	2500 California Plza	Omaha, NE 68131	402-280-2722	402-280-2722	dkibbee@creighton.edu	Debbie Kibbee
Dana College	2848 College Dr.	Blair, NE 68008	402-426-7258	402-426-7258	career@dana.edu	Ann Nelson
Drake U/School of Journalism.	118 Meredith Hall	Des Moines, IA 50311	515-271-3867	515-271-2798	jill.vanwyke@drake.edu	Jill Vn Wyke
Goodwill Industries	1111 S. 41 st St	Omaha, NE 68105	402-341-4609	402-341-3061		LaRhonda
Iowa State U.	16 E. Hamilton Hall	Ames, IA 50011			birish@iastate.edu	Becky Irish
Iowa Western Comm. College	2700 College Rd	Council Bluffs, IA	402-242-2100	402-242-2155	RandyBrookhart@iwd.state.ia.us	Randy Brookhart
ITT Technical Institute	9814 M Street	Omaha, NE 68127			nhewitt@itt-tech.edu	Nancy Hewitt
KBBX Radio station website					www.radiolobokbbx.com	Sergio Robles
Metro Community College	PO Box 3777	Omaha, NE 68103-2400	402-457-2400		www.mccneb.edu/employers	
Nebraska Broadcasters Assn	12020 Shamrock Plaza	Omaha, NE 68154	402-778-5178	402-778-5131	marty@nba.org	Marty Riemenschneider
Neb. Workforce Development of Omaha	5404 Cedar St	Omaha, NE 68106	402-457-2597	402-457-2607	wfdjobs@dol.state.ne.us	Mike Hitchborn
University of Nebraska/ Lincoln	230 Nebraska Union	Lincoln, NE 68588	Fx: 402-472-3552		careerservices@unl.edu	Larry Routh
University of Nebraska/Omaha	6001 Dodge St	Omaha, NE 68182	Fx 402-554-3383			Mary Sweeney
Urban League of Nebraska	3022 N. 24 th St	Omaha, NE 68110	402-453-9730	402-453-9676	carliss@urbanleagueneb.org	Patrice Pitman

In Omaha, Nebraska Connoisseur Media LLC owns and operates radio station KBBX-FM, licensed in Nebraska City with its tower located in Weeping Water, Nebraska.

KBBX, 99.7FM, “RADIO LOBO” is a Regional Mexican music format station. The radio station is 100% in Spanish, from the music to our announcers to our commercial messages.

Connoisseur Media and KBBX-FM are proud of the Hispanic culture, communities and audience the radio station serves in its 100,000 watt signal area and we’re dedicated to offering the Hispanic population and communities in and around the greater Omaha area a variety of Regional Mexican music, local, national and international news and to educate and inform our listeners on matters of importance in and for the Hispanic communities within or service area.

Connoisseur Media LLC and KBBX-FM are committed to supporting and working with the Hispanic community in and around the greater Omaha area. We take great pride – and responsibility – in the KBBX-FM slogan “With and For the Community”. (“Con Y Para la Comunidad”).

In January 2007 Connoisseur Media, LLC paid 2007 annual dues to have KBBX-FM “Radio Lobo” become an active, paying member of the Nebraska Hispanic Chamber of Commerce and the South Omaha Business Association. KBBX-FM General Manager John Ginzkey attended the monthly NHCC meetings and in December 2007 was elected by the general assembly and board to become a Board Member for 2008 – 2009.

In our ongoing efforts to support the Hispanic communities in and around Omaha and to help further the professional development and career opportunities of our Hispanic listeners and the business community in their efforts to hire Hispanic employees, Connoisseur Media and KBBX-FM “Radio Lobo” hosted a Bilingual Career Fair in March and again in September at the Metropolitan Community College in south Omaha. Each of these 6 hour Bilingual Career Fairs (Noon – 6pm) were heavily promoted on KBBX-FM for two weeks prior to the event and KBBX-FM sales staff sold booths to businesses interested in hiring bilingual Hispanic employees. Our March 2007 Bilingual Career Fair drew over 400 bilingual Hispanic job seekers and our September 2007 Bilingual Career Fair drew

over 450 bilingual Hispanic job applicants hoping to further their career or find a better job.

Additionally, KBBX-FM and Connoisseur Media, LLC participated in the Nebraska Broadcasters Association's Professional Career Fair in September 2007 at the Holiday Inn Convention Center in Omaha. KBBX-FM "Radio Lobo" had a manned booth at the 9am – 3pm Professional Career Fair.

In our continuing commitment to entertain, educate and inform our Hispanic audience as best as possible, in January, 2007, Connoisseur Media and KBBX-FM "Radio Lobo" began designing and creating a website for the radio station. Being a 100% Spanish speaking radio station, the KBBX-FM website is presented in Spanish. The KBBX-FM "Radio Lobo" website includes the Connoisseur Media Annual EEO Public File Report as well as all full time employment opportunities at the radio station along with the community events and information relating to our continued commitment to serving the needs of our Latino audience and the Latino communities in Omaha and within our coverage area. The station website will be: www.radiolobokbbx.com

In October "Radio Lobo", KBBX-FM was honored by the Barrientos Scholarship Foundation as its "Business of the Year" for 2007 for the radio station's outstanding commitment to the Latino community.

Also in October, 2007, "Radio Lobo", KBBX-FM was honored by the Nebraska Mexican American Commission in Lincoln for the station's efforts on behalf of the state's Mexican American population.

Connoisseur Media, LLC and KBBX-FM continue to do all we can to entertain, inform and educate our Latino listeners in and around Omaha, Nebraska and to support the Latino community in Omaha and throughout our listening area as best we can and we consider it a privilege as well as our obligation to do so.