

BROADCAST EQUAL OPPORTUNITY REPORT FOR:

Employment Unit: KTCH-FM Emerson, NE and KCTY-AM Wayne, NE

Reporting Period: February 1, 2019 through January 31, 2020

Full time vacancies filled during reporting period: 0

JOB TITLE	RECRUITMENT SOURCES UTILIZED	SOURCE FOR HIRE
None	No sources utilized	0

For the Reporting Period, the number of people interviewed as referred by each recruitment source are: 0

Number of Interviews

Recruitment Source List

- 1 Unsolicited contact by applicant (walk-in)
- 2 Broadcast notice of the vacancy on KTCH & KCTY
- 3 Notice of the vacancy on station web site – waynedailynews.com
- 4 The Wayne Herald
- 5 Norfolk Daily News
- 6 Nebraska Broadcasters Association web site
- 7 Indeed.com
- 8 Zip Recruiter.com
- 9 Northeast Community College, Norfolk, NE
- 10 Wayne State College, Wayne, NE
- 11 Professional Recruiter
- 12 Internal job posting
- 13 Word of mouth

Prong 3 Points Required for this Employment Unit over 2 Years: 2

Prong 3 Long Term Recruitment Initiatives taken during this Reporting Period include:

Date	Initiative	Points
2/20/19	Spring Career Fair – Wayne State College, Wayne, NE	.25
10/23/19	Fall Career Fair – Wayne State College, Wayne, NE	.25
11/5/2019	Wayne High School Career Shadow Day	1
2019	NBA EEO Scholarship Program Participant	1
2019	NBA Member Broadcast Scholarship Program – Chairman’s Club	1

CERTIFICATION

Respectfully submitted this 1st day of February 2020 by David M. Kelly, Managing Member; Wayne Radio Works, LLC (dkelly@sio.midco.net).