

**BROADCAST EQUAL OPPORTUNITY REPORT FOR:**

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

Reporting Period: February 1, 2020 through January 31, 2021

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
1/6/20	Student Intern – Aaron Bonderson (NBA Sponsored Program)	1
2/3/20	Wayne State College – Broadcast Opportunities Workshop - D. Kelly	1
2020	NBA EEO Scholarship Program Participant	1

\* Note: Many initiatives typical of previous years were not conducted during 2020 due to the Limitations of Covid-19 precautions – observing social distancing concerns.

CERTIFICATION

Respectfully submitted this 1<sup>st</sup> day of February 2021 by David M. Kelly, Managing Member; Wayne Radio Works, LLC (dkelly@sio.midco.net).