

BROADCAST EQUAL OPPORTUNITY REPORT FOR:

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

Reporting Period: February 1, 2021 through January 31, 2022

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 website – waynedailynews.com
- 4 The Wayne Herald weekly newspaper
- 5 Norfolk Daily News daily newspaper (outside of Wayne, NE)
- 6 Nebraska Broadcasters Association website
- 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
8/25 to 12/31/2021	Paid Sports Internship – WSC Student Luke Stara	1
8/25 to 12/31/2021	Paid Sports Internship – WSC Student Blake Hilkemeier	1
10/27/2021	Wayne State College Fall Career Fair-Staff: Aaron Scheffler	1
2021	NBA EEO Scholarship Program Participant	1
2021	NBA Foundation Chairman’s Club Platinum Level Scholarship participant.	1
	Total points during this period	5

CERTIFICATION

Respectfully submitted this 1st day of February 2022 by David M. Kelly, Managing Member;
Wayne Radio Works, LLC (dkelly@sio.midco.net).