BROADCAST EQUAL EMPLOYMENT OPPORTUNITY REPORT FOR:

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

Reporting Period: February 1, 2016 through January 31, 2017

Full-time vacancies filled during this Reporting Period: 0

JOB TITLE	RECRUITMENT SOURCES UTILIZED	SOURCE FOR HIRE
No new hires	No sources utilized in recruitment	No sources utilized in recruitment

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

Recruitment Source List	Number of Interviews
Unsolicited contact by applicant	
Broadcast Notices of the vacancy on air on KTCH and KCTY	
Notice of the vacancy on the station web site – waynedailynews.com	
The Wayne Herald	
Nebraska Broadcasters Association web site	
Norfolk Daily News	
AllAccess.com radio recruitment web site	
Northeast Community College – Norfolk, NE	
Wayne State College, Wayne, NE	
Professional Recruiter	
Internal posting	
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
3/22/16	Spring Career Fair at Wayne State College, Wayne, NE	.25
10/26/16	Fall Career Fair at Wayne State College, Wayne, NE	.25
2016	College Internship Program – Open to students studying Media. Hired 2 College Interns (compensated)	1
2016	NBA EEO Scholarship Program Participation - Chairman's Club	1
2016	NBA Member Broadcasting Scholarship Program Participation	1

Certification

Respectfully submitted this 1st day of February, 2017 by David M. Kelly, Managing Member; Wayne Radio Works, LLC. (dkelly@sio.midco.net). We are an Equal Opportunity Employer.