

**BROADCAST EQUAL OPPORTUNITY REPORT FOR:**

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

Reporting Period:                 February 1, 2018 through January 31, 2019

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:

Number of Interviews

Recruitment Source List

- 1     Unsolicited contact by applicant
- 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
2/21/18	Spring Career Fair – Wayne State College, Wayne, NE	.25
10/24/18	Fall Career Fair – Wayne State College, Wayne, NE	.25
10/31/2018	Wayne High School Career Shadow Day	1
2018	NBA EEO Scholarship Program Participant	1
2018	NBA Member Broadcast Scholarship Program – Chairman’s Club	1

**CERTIFICATION**

Respectfully submitted this 1<sup>st</sup> day of February 2019 by David M. Kelly, Managing Member; Wayne Radio Works, LLC (dkelly@sio.midco.net).