

## **BROADCAST EQUAL OPPORTUNITY REPORT FOR:**

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

Reporting Period: February 1, 2023 through January 31, 2024

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
6/2/23 to 6/22/23	Paid Radio Internship – UNL Student Emily Eilers 60.65 Hours	1
11/14/23	Wayne Community Schools Jr. Job Shadow Day – 2 students	1
2023	NBA EEO Scholarship Program Participant	1
2023	NBA Foundation Chairman’s Club Platinum Level Scholarship participant.	1
	Total points during this period	4

### CERTIFICATION

Respectfully submitted this 1<sup>st</sup> day of February 2024 by David M. Kelly, Managing Member;  
Wayne Radio Works, LLC (dkelly@sio.midco.net).