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**KTIC-AM, KTIC-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2016 - January 31, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>    | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---------------------|--|-------------------------------|
| Full Time Sales Rep | 1-9  | 7                             |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| RS<br>Number | RS Information   | Source Entitled<br>to Vacancy<br>Notification?<br>(Yes/No) | No. of Interviewees<br>Referred by RS<br>Over<br>Reporting Period |
|--------------|--|--|---|
| 1            | KAWL/KTMX Radio<br>1309 Road 11<br>York, Nebraska 68467<br>Phone : 402-362-4433<br>Url : www.1049maxcountry.com<br>Email : bleggett@ruralradio.com<br>Brad Leggett | N  | 0   |
| 2            | KNEB AM/FM Radio<br>PO Box 960<br>Scottsbluff, Nebraska 69363<br>Phone : 308-632-7121<br>Url : http://www.kneb.com<br>Email : cschwartz@kneb.com<br>Chuck Schwartz | N  | 0   |
| 3            | KRVN AM/FM Radio<br>PO Box 880<br>Lexington, Nebraska 68850<br>Phone : 308-324-2371<br>Url : http://www.krvn.com<br>Email : tmarshall@krvn.com<br>Tim Marshall     | N  | 0   |

|   |   |   |   |
|---|---|---|---|
| 4 | KTIC AM/FM Radio<br>PO Box 84<br>West Point, Nebraska 68788<br>Phone : 402-372-5423<br>Url : <a href="http://www.kticradio.com">http://www.kticradio.com</a><br>Email : <a href="mailto:dlane@kticradio.com">dlane@kticradio.com</a><br>Dwight Lane | N | 0 |
| 5 | Nebraska Broadcasters Association<br>12020 Shamrock<br>Omaha, Nebraska 68154<br>Phone : 402-778-5178<br>Url : <a href="http://www.ne-ba.org">http://www.ne-ba.org</a><br>Email : <a href="mailto:jim@ne-ba.org">jim@ne-ba.org</a><br>Jim Timm       | N | 0 |
| 6 | OmahaJobs.com<br>2314 M Street<br>Omaha, Nebraska 68107<br>Phone : 402-672-2012<br>Url : OmahaJobs.com<br>Clay Seaman<br>Manual Posting   | N | 0 |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b>                               | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|--|--|--|---|
| 7  | On Air Recruitment Ad  | N  | 1   |
| 8  | StaffCo Employment Services<br>1210 S Lincoln Street<br>West Point, Nebraska 68788<br>Phone : 402-372-5700<br>Url : <a href="http://www.staffco.net">http://www.staffco.net</a><br>Email : <a href="mailto:westpoint@staffco.net">westpoint@staffco.net</a><br>Tiffany Osten | N  | 0   |
| 9  | The West Point News<br>134 East Grove Street<br>West Point, Nebraska 68788<br>Phone : 402-372-2461<br>Url : <a href="http://www.wpnews.com">http://www.wpnews.com</a><br>Karey Rahn<br>Manual Posting  | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>1</b>  |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                       | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b> |
|---|-------------|--|---|-------------------------------------|--------------------------|
| 1 | 2/1/2016    | Participation in scholarship programs  | 107.9 the BULL and 840 Country KTIC remind you that the Nebraska Broadcasters Association Foundation offers two \$1,500.00 scholarships. That assist students enrolled in broadcasting related education programs at four year public or private colleges and universities. We have application forms at KTIC available during business hours. The deadline is March 2nd, Applications must be received by the NBA office by March 2nd. | 1                                   | Station Manager          |
| 2 | 4/29/2016   | Sponsorship of events in the community designed to increase public awareness | On Friday, April 29th, KTIC Station Manager Dwight Lane participated in "DOT Day" at West Point-Beemer Elementary/Junior-Senior High School.<br><br>DOT stands for "Do Other Things," such as a career students might not have considered.<br><br>Dwight taught four sessions with 40 Kindergarten through sixth-grade students.  | 2                                   | Station Manager          |

|  |  |  |  |
|--|--|--|--|
|  |  | <p>The sessions focused on broadcast radio,TV and social media.</p> <p>The underlying message Dwight included was the importance of education for any career or job.</p> <p>Dwights' presentation included a brief history of radio, and the various employment opportunities in the broadcast industry.</p> <p>There were several other West Point-area professionals at DOT Day, representing other industries and businesses.</p> <p>The event began at 8:20AM and ended at 11AM.</p> |  |
|--|--|--|--|

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|---|-------------|---|---|-------------------------------------|--------------------------|
| 3 | 12/31/2016  | Participation in other activities designed by the station employment unit | <p>Team Up With Tom:<br/>           We are inviting students from your school to participate in the next Team Up with Tom Youth Broadcaster Contest this winter. Through this contest, our sponsors and 107.9 The Bull are working together to encourage the youth in our communities to stay alcohol and drug free!</p> <p>This program is designed for students between 13 and 18 years of age. Interested students should submit a short explanation of why they choose to avoid drugs and alcohol. All eligible letters must be received by December 31st, 2016.</p> <p>The KTIC team will choose the most appropriate letter and the selected individual will be able to broadcast a regular season game with 107.9 The Bull Sports Director, Tom McMahon on a date that works for both Tom and the student.</p> | 1                                   | Station Manager          |

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|---|-------------|---|--|-------------------------------------|--------------------------|
| 4 | 1/31/2017   | Participation in other activities designed by the station employment unit | <p><b>Team Up With Tom:</b><br/>           We are inviting students from your school to participate in the next Team Up with Tom Youth Broadcaster Contest this winter. Through this contest, our sponsors and 107.9 The Bull are working together to encourage the youth in our communities to stay alcohol and drug free!</p> <p>This program is designed for students between 13 and 18 years of age. Interested students should submit a short explanation of why they choose to avoid drugs and alcohol. All eligible letters must be received by December 31st, 2016.</p> <p>The KTIC team will choose the most appropriate letter and the selected individual will be able to broadcast a regular season game with 107.9 The Bull Sports Director, Tom McMahon on a date that works for both Tom and the student.</p> | 1                                   | Station Manger           |