

**KFOR(AM), KFRX(FM), KIBZ(FM), KLMS(AM), KTGL(FM), KZKX(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 25, 2016-January 31, 2017<sup>1</sup>**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
<i>No job openings were posted and filled during this reporting period.</i>		

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<sup>1</sup> The stations in this employment unit were acquired by the current licensee on February 25, 2016 and, as a result, this Report is abbreviated accordingly. (See FCC File Nos. BTC/BTCH-20150811AEV; BTC/BTCH-20150811AEX-AFB).

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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>
<i>As noted in Section I, no job openings were posted and filled during this reporting period.</i>			

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	On March 7, 2016, our SEU's Program Director spoke with the Broadcasting 227 class at the University of Nebraska about internship opportunities and career paths in broadcasting.
<b>2</b>	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	On April 7, 2016, one of our SEU's sales representatives spoke to students at the Johnny Carson School of Theatre and Film at the University of Nebraska about voice-over experiences and career opportunities in broadcasting.
<b>3</b>	Participate in Job Fair	On August 16, 2016, our SEU participated in a job fair hosted by the Lincoln Area Broadcasters. Our SEU set up a booth and answered questions from attendees about careers in broadcasting. Station participants included our SEU's General Manager.
<b>4</b>	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	On October 17, 2016, our SEU's News Reporter spoke at the Nebraska High School Press Association's Fall Conference. The presentation covered different career opportunities in broadcasting.
<b>5</b>	Provide Training to Management-Level Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination	On September 20, 2016, our SEU's General Manager attended a half-day employment law forum training conducted by the Cline Williams Law Firm. Among other things, the seminar covered topics related to diversity issues and preventing discrimination in the workplace.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>6</b>	Participate in Scholarship Program Relating to Careers in Broadcasting	During the reporting period, our SEU participated in the Nebraska Broadcasters Association's scholarship program. Our SEU's General Manager evaluated scholarship applications and our SEU ran on-air advertisements soliciting applications. In addition, our SEU contributed financial support to the program.
<b>7</b>	Internship Programs	<p>During the summer semester, our SEU hosted two interns, both from the University of Nebraska – Lincoln. Our interns observed the operations of a number of our departments, including the news department, programming department, and production divisions. The interns were supervised by our Programming Director.</p> <p>During the winter semester, our SEU hosted an intern from Doane University. The intern observed our programming department, assisting with podcast and sports show production. The intern was supervised by our Programming Director.</p>
<b>8</b>	Host Event Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	In May 2016, our SEU's Program Director hosted a student shadow from Norris High School. The shadow toured our SEU's facilities and learned about the skills needed to succeed in our Programming Department.
<b>9</b>	Host Event Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	In June 2016, our SEU helped support and promote an electronic media camp held at the University of Nebraska – Kearney and sponsored by the Nebraska Broadcasters Association. The SEU ran on-air advertisements throughout the month promoting the opportunity to attend the camp and learn about the skills needed to succeed in broadcast.