



Annual EEO Public File Report Form

KGMT & KUTT & KWBE

Annual EEO Public File Report

The Purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following Stations: KGMT and KUTT Fairbury, Nebraska, and KWBE, Beatrice, Nebraska, and is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning February 1, 2016 to and including January 31, 2017 (the "Applicable Period")

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of full-time vacancies filled by the Stations comprising the Station Employment Unit during the Application Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified, identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.



Appendices 1, 2 and 3, which follow, have been designed in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled not when the offer was extended but when the hiree accepted the job offer". A person was deemed "interviewed" whether he or she was interviewed in person and/or over the phone.



Appendix 1
Annual EEO Public File Report Form
Covering the Period from February 1, 2016 through January 31, 2017
Station (s) Comprising Station Employment Unit: KGMT, KUTT &
KWBE

Section 1: Vacancy Information

Job No.	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree
1	On Air Personality (KWBE/KUTT)	A, L
4	Marketing – (KUTT/KWBE-May-November)	A
5	Asst. to Sales Manager (FT, KUTT/KWBE)	F
6	Full Time Announcer/On-Air (KWBE)	**closed – not filled**
7	Full Time Admin. Asst. (KUTT)	F

Total Number of Persons Interviewed During Applicable Period: 16



Appendix 2

Annual EEO Public File Report
Covering the Period from February 1, 2016 through January 31, 2017
Stations Comprising Station Employment Unit: KGMT, KUTT, KWBE
Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
A	KUTT Radio, 414 4 th Street, Fairbury, NE 402-729-3382, Mike Flood		1, 4, 5, 6
B	KWBE Radio, 200 Sherman, Beatrice NE; 402-228-5888; Brad Achtemeier; kuttbrad@diodecom.net		1, 4, 5, 6
C	NBA Website, 12020 Shamrock Plaza, Suite 200, Omaha, NE; Marty Riemenschneider, marty@ne-ba.org		1, 4, 5, 6
D	KUTT/KGMT/KWBE Websites , 414 4 th Street, Fairbury, NE 402-729-3382, Mike Flood		1, 2, 4, 5, 6
F	Nebraska Workforce Development 5109 W Scott, Suite 413, Beatrice, NE 68310 Lisa Craig, Lisa.Craig@nebraska.gov 402-223-6085; fax: 402-2236088		1, 4, 5, 6, 7
H	Doane College, 1014 Boswell Ave. Crete, NE 68333, HR Dept. 402.826.8200, humanresources@doane.edu		1
I	Peru State College PO Box 10, Peru, NE 68421 (402) 872-2230, Susan Baumann hr@peru.edu		1



J	University of Nebraska, Lincoln, 225 Nebraska Union, Lincoln, NE 68588-0451, 402-472- 3145, careerservices@unl.edu		1
K	Wesleyan University/Concordia University/Union College/Bellevue University 5000 Saint Paul Avenue Lincoln, NE 68504-2794 Janelle Andreini, Director of Career and Counseling Center, 800-541- 3818 jsa@nebrwesleyan.edu		1
L	B103 911 Central Nebraska City, NE 68410 Brad Achtmeier, GM 402-873-7882		1

Appendix 3

Attached in separate document.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) claiming Credit: KUTT/KWBE/KGMT

1. **Type of Activity under EEO Rule:** Southeast Nebraska Farm Show

Date of Station Participation: February 24, 2016

Participating Employees: AJ McNeil, KWBE DJ


Host/Sponsor of Activity: Wilber-Clatonia FFA Alumni

Brief Description of activity and station participation: • On February 24th, 2016 the stations participated in the Southeast Nebraska Farm Show at the Saline Center in Nebraska. The show was from 9:00 am to 3:00 pm, where we had a booth and on hand were the KWBE DJ answered questions about employment or job opportunities at KUTT & KWBE.

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National FFA Organization

JOIN TODAY!



2015-2016 W-C FFA Alumni

Officers:

President: Roger Bruss
Vice President: Bob Mager
Secretary: Chris Bruss
Treasurer: Eric Kracke
Advisor: Dusten Bruss

For Farm Show Space or more information contact:
Beth Horak
1118 County Road N
Western, NE 68464
(402) 641-2617 Cell
horak5@diodecom.net

2016 FFA Farm Show Exhibitors

Beatrice Ford	Kovar Sales & Service
Big Cob Hybrids	KRYN/KTIC Radio
Blue Valley Door Company Inc.	KUTT/KGMT/KWBE Radio
Brothers Equipment Inc.	L. Hayek Sales
Bruna Implement Company	Landmark Implement
Butler Ag Equipment	Lefty's Catering (Noon Pork Meal)
Crete Area Medical Center	Lower Big Blue NRD
Crete Lumber & Farm Supply	Midwest Messenger
Customer Marketing Company	Milligan Insurance Agency
Diamond T Truck & Trailer Sales	Nebraska Equipment Inc
Diode Communications	Neville Construction LLC
D & J Ag Products	Nick's Farm Store
D & K Agri Sales Inc.	Nutrient Advisors
Exeter Feeder & Breeders	Nutrient Services / Essential Feeds
Farm Bureau	Pinnacle Bank
Farm Bureau Financial Services	Pioneer Hi-Bred
Farmers Cooperative	Plains Power & Equipment
Farm Credit Services of America	PMC Hay Equipment / Red Alert Sales
Farmers & Merchants Bank	Polansky Seeds
Fellowship of Christian Farmers	Producers Hybrids
Fett Construction	RG Investments
First Bank of Utica	Roehr's Equipment
First State Bank Nebraska	Saline County Wind Association
First State Insurance Agency	Sapp Bros. Petro
Gage County Equipment Inc.	Schuster Outdoor & RV Inc.
Gana Trucking & Excavating Inc.	Select Sprayers & Equipment
Garbers Honda	Silent J Farms / Archer Oil
Geneva Implement Company	Spring Creek Repair & Farm Supply
Heartland Sales	Stine Seed Company
Hoffman Bros. Welding	Syngenta
Inland Truck Parts & Service	The Arc Group
Keller Farms & Custom Spraying	Union Bank
Klute Truck Equipment	Vyhnalek Equipment
	Wells Implement Inc.
	Western United Mutual Insurance Assoc.
	Zalesky Auction & Realty

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) claiming Credit: KUTT/KWBE

1. Type of Activity under EEO Rule: Job Fair

Date of Station Participation: February 25, 2016

Participating Employees: Brad Achtemeier, General Manager

Host/Sponsor of Activity: Job Fair

Brief Description of activity and station participation: •February 25, 2016, Brad Achtemeier, General Manager for KUTT/KWBE attended a job fair at Peru State College. He was available to discuss with students available positions with Flood Communications at KUTT and KWBE locations.



SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION
Station(s) claiming Credit: KUTT & KWBE

1. Type of Activity under EEO Rule: Home & Garden Show
Date of Station Participation: March 18, 2016
Participating Employees: Kyle Knoche, KUTT/KWBE Marketing Rep

Host/Sponsor of Activity: Johnson County Home & Garden Show

Brief Description of activity and station participation: • On, March 18, 2016 from 2:00 pm to 4:00 pm, KUTT had a booth at the Johnson County Home and Garden Show in Tecumseh. KUTT Marketing Consultant was available to answer any questions about employment and/or job opportunities.

Hi Kyle,

Thank you so much for attending the 2016 Johnson County Home & Garden Show on March 18th, 2016. We hope you can attend again next year!

Thanks again,

Shalen Lundeen, Coordinator

2016 Johnson County Home & Garden Show

Shalen Lundeen

Executive Assistant

Johnson County Hospital

402.335.3361

www.jchosp.com

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION
Station(s) claiming Credit: KUTT

1. Type of Activity under EEO Rule: Home & Garden Show
Date of Station Participation: March 19, 2016
Participating Employees: Bob Wellsandt, KUTT Marketing

Host/Sponsor of Activity: Geneva Chamber of Commerce

Brief Description of activity and station participation: • On March 19, 2016, from 4:00 pm to 6:00 pm, KUTT had a booth at the Fillmore County Home and Garden Show in Geneva. KUTT Marketing Consultant was available to answer any questions about employment and/or job opportunities.

Subject: Thank you

To: "Bob Wellsandt" <kuttbob@diodecom.net>

Bob,

Thank you for having a booth at the Rural Living Expo in Geneva on March 19, 2016. We great appreciate your support and we hope to see you back again in 2017.

Thanks again,

Angela Ruhl

Executive Director | 402.759.1155

PO Box 85, Geneva, NE 68361-0085



CHAMBER OF COMMERCE

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) claiming Credit: KUTT/KWBE/KGMT

1. Type of Activity under EEO Rule: Job Fair
Date of Station Participation: August 9, 2016
Participating Employees: Sheila Moore, Sales Manager

Host/Sponsor of Activity: Department of Labor

Brief Description of activity and station participation: • Sheila Moore, Sales Manager for KUTT/KWBE/KGMT attended "Operation EMPLOY" ON August 9th at Southeast Community College in Beatrice. She was available to discuss with attendant's available positions with Flood Communications at KUTT and KWBE locations.

From: Sheffield, Joshua S. [<mailto:Joshua.Sheffield@nebraska.gov>]

Sent: Wednesday, July 27, 2016 8:34 AM

To: Sheffield, Joshua S. <Joshua.Sheffield@nebraska.gov>

Subject: Operation EMPLOY

Congratulations, and Thank you for supporting Operation EMPLOY.

We look forward to seeing you on the 9th of August. Feel free to arrive as early as needed to setup. Also please spread the news of the event to your partners and other organizations. We will be posting on the One Stop Community Resource Center facebook page feel free to like the page and share to other pages and groups.

Thank you, please let me know if you have any questions.

Joshua Sheffield

Workforce Coordinator, Business Services

Nebraska Department of Labor

5109 West Scott Road

Beatrice, Nebraska 68310

OFFICE 402-223-6629 | FAX 402-223-6088

joshua.sheffield@nebraska.gov

dol.nebraska.gov

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION
Station(s) claiming Credit: KUTT/KWBE/KGMT

1. Type of Activity under EEO Rule: Job Fair
Date of Station Participation: September 22, 2016
Participating Employees: Nichole Scholl, Promotions Director, Sheila Moore, Sales Manager

Host/Sponsor of Activity: Fairbury Chamber of Commerce

Brief Description of activity and station participation: • Nichole Scholl, Promotions Director & Sheila Moore, Sales Manager for KUTT/KWBE/KGMT attended "Recruiting & Retention Workshop" on September 22, 2016 at Union Bank & Trust in Fairbury. Both attendant's learned valuable information and new ways to recruit new employees and retain good employees with Flood Communications at KUTT and KWBE locations.

Recruiting and Retention Workshop

Thursday, September 22 ~ 11 a.m.-1 p.m.

Union Bank & Trust, Lower Level, Hwy 136 & 15, Fairbury

Through this workshop you will learn:

- **How to update your hiring process.**
- **What are candidates looking for?**
- **What are the 3 Keys to Retention?**

Thank you for attending the Recruitment and Retention Workshop. We hope you found it useful in your plight to get – and keep – current and future employees.

Thanks,
Sharon Priefert, Executive Director
Fairbury Chamber of Commerce
P O Box 274
518 E Street
Fairbury, NE 68352
(402) 729-3000
www.fairburychamber.org
fairburychamber@diodecom.net

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) claiming Credit: KUTT/KWBE

1. Type of Activity under EEO Rule: Ag Expo

Date of Station Participation: Jan. 24, 2017

Participating Employees: Dave Nietfeldt, NCN 1450 Farm Director

Host/Sponsor of Activity: Beatrice Chamber of Commerce

Brief Description of activity and station participation: • On January 24, 2017 from 9:00 am to 12:00 pm, KWBE & KUTT had a booth at the Gage County Ag Expo. NCN 1450 Farm Director, Dave Nietfeldt, was available to answer any questions about employment and/or job opportunities.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) claiming Credit: KUTT/KGMT

1. Type of Activity under EEO Rule: Mentoring

Date of Station Participation: February 1 through January 31, 2016-2017

Participating Employees: Trevor Steinmeyer

Host/Sponsor of Activity: Mentoring

Brief Description of activity and station participation: • February 1, 2016 through January 31, 2017 – Trevor Steinmeyer KUTT/KGMT employees participated in the Mentoring Program at Fairbury Public Schools. He met with, and engaged in various activities, with his mentees on a weekly basis.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) claiming Credit: KUTT

1. Type of Activity under EEO Rule: Community Involvement

Date of Station Participation: February 1 through January 31, 2016-2017

Participating Employees: Nichole Scholl, KUTT Promotions Director

Host/Sponsor of Activity: Jefferson County Visitor's Committee

Brief Description of activity and station participation: • February 1, 2016 through January 31, 2017 – Nichole Scholl, KUTT/KGMT employee, participated as President of the Jefferson County Visitor's Committee. This committee promotes tourism and lodging in Jefferson County through various outlets.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) claiming Credit: KUTT

1. Type of Activity under EEO Rule: Community Involvement

Date of Station Participation: February 1 through January 31, 2016-2017

Participating Employees: Bob Wellsandt, KUTT Marketing Representative

Host/Sponsor of Activity: Diller Community Club

Brief Description of activity and station participation: • February 1, 2016 through January 31, 2017 – Bob Wellsandt, KUTT Marketing Representative is a member of the Diller Community Club, which fundraises for community events, such as the Diller Picnic, soup suppers and a community Christmas event.