

Annual EEO Public File Report Form

KMOR-FM, KOLT-FM, KOZY-FM, KBFZ-FM, KOLT-AM, KOAQ-AM

The purpose of this EEO Public File 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: KMOR-FM, KOLT-FM, KOZY-FM, KBFZ-FM, KOLT-AM, KOAQ-AM, owned by Tracy Broadcasting Corporation in Scottsbluff, Nebraska and is required to be placed in the public inspection files of these stations and posted on the website.

The information contained in this report covers the period of time beginning February 1, 2005 to and including January 31, 2006 (the "Applicable Period").

The documents which accompany this cover have been designed in the aggregate to provide the required information.

TRACY BROADCASTING CORPORATION KMOR FM - KOLT AM/FM - KOZY FM - KBFZ FM - KOAQ AM EEO PUBLIC FILE REPORTS

Tracy Broadcasting Corporation, 2002 Char Ave. Scottsbluff, NE 69361

Human Resources Director: Michael Tracy, President

It is our policy to recruit, hire and promote qualified individuals including minority individuals. If you know of an individual who might be interested in any open position with Tracy Broadcasting Corporation, please refer them to us.

Tracy Broadcasting Corporation is an equal opportunity Employer.

Pertinent Period: February 1, 2005 through January 31, 2006

Full time vacancies filled during pertinent period: 3

(1) Promotions Director

Recruitment sources for Promotions Director:

A notice of an opening for this position was advertised in the Star-Herald newspaper commencing on November 30, 2005 for a period of one week, also was posted in November 2005. Ten (10) people interviewed for the position and an applicant was hired to fill the position on December 20, 2005.

(2) Marketing Consultant

Recruitment sources for Marketing Consultant:

An advertisement for the position of Marketing Consultant was posted July 31, 2005 on the Tracy Broadcasting Web Site, broadcast over Tracy Broadcasting radio stations, advertised in the Star-Herald Newspaper. Three (3) people were interviewed for the position. An applicant was hired to fill the position on August 29, 2005.

(3) Marketing Consultant

Recruitment sources for Marketing Consultant:

An advertisement for the position of Marketing Consultant was posted on a continuous basis during 2005. On December 1, an internal promotion was made of the Promotions Director to Marketing Consultant. Those duties were assumed effective December 15, 2005.

(4) Maintenance Worker

Recruitment sources for Maintenance Worker:

An advertisement for the position of Maintenance Worker was broadcast over Tracy Broadcasting radio stations commencing January 2, 2005, advertising in the Star-Herald Newspaper and local employment agencies were consulted. Four (4) people were interviewed for the position. An applicant was hired on February 1, 2005.

(5) Maintenance Worker

Recruitment sources for Maintenance Worker:

An advertisement for the position of Maintenance Worker was broadcast over Tracy Broadcasting radio stations commencing January 2, 2005, advertising in the Star-Herald Newspaper and local employment agencies were consulted. One person was interviewed for the position. An applicant was hired on February 1, 2005. The applicant was recommended by an outside referral.

(6) Maintenance Worker

Recruitment sources for Maintenance Worker:

An advertisement for the position of Maintenance Worker was broadcast over Tracy Broadcasting radio stations commencing August 10, 2005. One person was interviewed for the position. An applicant was hired on August 17, 2005.

(7) Maintenance Worker

Recruitment sources for Maintenance Worker:

An advertisement for the position of Maintenance Worker was broadcast over Tracy Broadcasting radio stations commencing August 15, 2005. One person was interviewed for the position. An applicant was hired on September 1, 2005.

PAST INITIATIVES

Tracy Broadcasting participated in a Job Fair at Western Nebraska Community College on March 8, 2005. Larry Swikard, General Manager, was at the event and interviewed potential employees and described the activities and responsibilities of the various jobs associated with broadcasting, broadcasting sales, broadcasting maintenance and broadcasting management.

Tracy Broadcasting hosts a trade fair in the Spring, called "Spring Fling". At the Spring Fling in February, 2005 job opening notices were posted at the radio station's booth and people were invited to meet with station personnel on duty to learn about the possible job openings and career opportunities in broadcasting and with Tracy Broadcasting. An estimated 2 people were contacted through this outreach effort.

At the Scotts Bluff County Fair, August, 2005, a notice of job opening possibilities was posted at the broadcasting remote location. At the fair, people were referred to staff members when they asked about specific job openings, duties and responsibilities. The General Manager also met with interested people that stopped by the booth and expressed an interest in employment or learning more about broadcasting job opportunities. An estimated total number of 14 people were contacted through

this outreach effort.

Tracy Broadcasting has a job listed continuously with the Nebraska Broadcasting Association job bank web site listing.

Tracy Broadcasting has a program in effect whereby people are given the opportunity to train under station personnel for a higher level position within the company. At the current time, the Maintenance Chief is being tutored by the Chief Engineer and is being trained to take on additional responsibilities in the area of broadcasting equipment and computer equipment maintenance.

The Tracy Broadcasting Production Director has been trained by station personnel and by authorized computer personnel, at the expense of Tracy Broadcasting, to learn to program, operate, perform maintenance and trouble shoot the broadcasting operation's computerized program automation and traffic scheduling equipment.

Tracy Broadcasting actively recruits and encourages members of all minorities to apply for positions at all levels of employment within the company. The fact that Tracy Broadcasting Corporation is an equal opportunity employer and encourages all minorities to submit applications for employment is accomplished through area employment agencies, local community college placement offices, the Nebraska Broadcasting Association job bank and through the broadcast and print advertising placed for job openings.

PLANNED INITIATIVES: (2005/2006)

- Station open house with a job fair inquiry booth
- Job Fair set for March 2, 2006
- Continue to work to educate people of broadcasting opportunities at station events and activities, as appropriate.
- Sponsor the Bluff's Middle School "Job Shadowing" program whereby students interested in broadcasting have the opportunity to accompany various station representatives throughout a workday.

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