

Annual EEO Public File Report Form

KMOR -FM, KOLT-AM, KOZY-FM, 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-AM, KOZY-FM, 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, 2006 to and including January 31, 2007 (the "Applicable Period").

*TRACY BROADCASTING CORPORATION
KMOR FM – KOLT AM – KOZY 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: January 31, 2006 through February 1, 2007

Full time vacancies filled during pertinent period:

(1) Promotions Director.

Recruitment sources for Promotions Director position:

A notice of an opening for this position was advertised in the Star-Herald newspaper commencing on June 9, 2006 for a period of two weeks, also was posted on the Tracy Broadcasting Web Site and on Tracy Broadcasting radio stations. Six (6) people interviewed for the position and an applicant was hired to fill the position on a part time basis on June 28, 2006. That applicant assumed full time duties on August 9, 2006.

(2) Marketing Consultant.

Recruitment sources for Marketing Consultant:

An advertisement for the position of Marketing Consultant was posted February 10, 2006 on the Tracy Broadcasting Web Site, broadcast over Tracy Broadcasting radio

stations, advertised in the Star Herald Newspaper. Nine (9) interviewed for the position. An applicant was hired on March 6, 2006.

(3) *Marketing Consultant.*

Recruitment sources for Marketing Consultant:

An advertisement for the position of Marketing Consultant was posted on a continuous basis during 2006 in the Tracy Broadcasting Web Site, on Tracy Broadcasting radio stations and in the Star Herald Newspaper. Ten (10) people interviewed for the position and an applicant was hired to fill the position on June 26, 2006.

(4) *News Director.*

Recruitment sources for News Director:

An advertisement for the position of News Director was posted in the Star Herald Newspaper for a period commencing June 8, 2006, posted on the Tracy Broadcasting Web Site, on Tracy Broadcasting radio stations. An advertisement was also posted on the Nebraska Broadcaster's Association Web site. Three (3) people interviewed for the position and an applicant was hired to fill the position on July 5, 2006.

(5) *Marketing Consultant.*

Recruitment sources for Marketing Consultant:

An advertisement for the position of Marketing Consultant was posted in the Star Herald Newspaper on September 20, for a period of two weeks, posted on the Tracy Broadcasting Web Site, on Tracy Broadcasting radio stations on August 1, 2006. Ad advertisement was also posted on www.craigslist.org for two weeks. Ad additional advertisement for the position was posted in the Star Herald Newspaper commencing on October 10, 2006 for two weeks. Ten (10) people interviewed for the position and an applicant was hired to fill the position on November 6, 2006.

(6) *Maintenance Worker/Housekeeping.*

Recruitment sources for Maintenance Worker:

An advertisement for the part time position of Maintenance Worker /Housekeeping was posted in the Star Herald Newspaper March 12, 2006 and local employment agencies were consulted. The position was posted at the Annual Job Fair on Thursday, March 2, 2006. Four (4) people were interviewed for the position. An applicant was hired on March 20, 2006.

(7) *Maintenance Chief.*

Recruitment sources for Maintenance Chief:

An advertisement for the position of Maintenance Chief was broadcast over Tracy Broadcasting radio stations commencing April 26, 2006, advertised in the Star

Herald Newspaper and local employment agencies were consulted. The position was posted at the Annual Job Fair Thursday, March 2, 2006. Eleven people interviewed for the position. An applicant was hired on May 9, 2006. The applicant was recommended by an outside referral.

(8) Maintenance Worker/Housekeeping.

Recruitment sources for Maintenance Worker/Housekeeping:

An advertisement for the position of Maintenance Worker/Housekeeping was posted in the Star-Herald Newspaper commencing August 31, 2006 and was broadcast over Tracy Broadcasting radio stations commencing August 10, 2006 and local employment agencies were consulted. Three (3) people interviewed for the position and an applicant was hired on September 13, 2006.

Past Initiatives:

Tracy Broadcasting participated in a Job Fair at Western Nebraska Community College on March 2, 2006. Julie Marshall, 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. Promotions Director, Andrea Nelson also provided information associated with employment at Tracy Broadcasting.

Tracy Broadcasting hosts a trade fair in the spring, called "Spring Fling." At the Spring Fling March 25th-26th 2006, job-opening notices were posted at the radio station's booths 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 2006, 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 5 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.

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 Workforce Development organization, the Nebraska Broadcasting Association job bank and through the broadcast and print advertising placed for job openings.

Planned initiatives: (2006/2007)

- Station open house with a job inquiry booth.
- Continue to work to educate people of broadcasting opportunities at station events and activities, as appropriate.
- Sponsor the Bluffs Middle School “job shadowing” program whereby students interested in broadcasting have the opportunity to accompany various station representatives through a workday.
- Host a marketing informational panel for participants in the Leadership Scotts Bluff program whereby station management speaks about all aspects of broadcasting and opportunities available.