

KRBB, KTHR, KZCH, KZSN
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-5, 7-13, 15-31, 33-35, 37-43, 45-46	11
Account Executive	1-5, 7-12, 15-19, 21-22, 24-26, 28-31, 33-35, 37-46	44
On-Air, Promotions Assistant	1-13, 15-19, 21-22, 24-26, 28-31, 33-46	6
Digital Content Director	1-5, 7-19, 21-22, 24-26, 28-31, 33-35, 37-44, 46	44
Account Executive	1-5, 7-13, 15-22, 24-26, 28-35, 37-43, 46	20
Traffic & Continuity Coordinator	1-5, 7-13, 15-19, 21-22, 24-26, 28-31, 33-35, 37-43, 46	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 6839 Charter Hills Road Charlotte, North Carolina 28277 Url : graphic, production and promotion only Email : gnewell@602communications.com na na	Y	0
2	All Access 28955 Pacific Coast Hwy Malibu, California 90265 Fax : 1-310-457-8058 na na	N	0
3	Black College Radio na na, Kansas Email : bcrmail@aol.com na na	Y	0
4	Cloud County Community College 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Email : bhanson@cloud.edu Fax : 1-785-243-1043 Brenda Hanson	Y	0
5	CPRF/School of Adaptive Computer Training 5111 E. 21st N. Wichita, Kansas 67208 Fax : 1-316-688-5687 Linda Oxford	Y	0
6	Current Employee	N	2
7	Dodge City Community College 2501 N. 14th St. Dodge City, Kansas 67801 Phone : 620-227-9369 Email : ereyes@dc3.edu Elisha Reyes	N	0
8	Episcopal Social Services 1005 E. 2nd St. N. Wichita, Kansas 67214 Fax : 1-316-269-3550 Harry McAdam	Y	0

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9	Fort Hays State University 600 Park St. Hays, Kansas 67601 Phone : 785-628-4260 Email : careers@fhsu.edu Daniel Rice	Y	0
10	Friends University 2100 W. University Ave Wichita, Kansas 67213 Url : friends-csm-symplicity.com Email : career@friends.edu Career Services	Y	0
11	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	3
12	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
13	Indeed.com - Not Directly Contacted by SEU	N	6
14	Internal Posting	N	1
15	Kansas Assoc. of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : 785-235-1307 Email : kent@kab.net Kent Cornish	Y	0
16	Kansas State University Manhattan, Kansas Url : k-state.edu Email : ces@k-state.edu Fax : 1-785-532-6802 Career Services	Y	0

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17	KBCU-FM Bethel College 300 E. 27th St. N. Newton, Kansas 67117 Email : webeditor@bethelks.edu Tim Buller	N	0
18	Ketch Employment Services 1006 E. Waterman Wichita, Kansas 67211 Fax : 1-316-383-8715 Lisa Webb	Y	0
19	KS Wesleyan University 100 E. Claflin Ave. Salina, Kansas 67401 Fax : 1-785-827-0927 Career Services	Y	0
20	Linked In	N	2
21	LSI Staffing Agency 350 S. Emporia Wichita, Kansas Fax : 1-316-262-0765 na na	N	0
22	McPherson College 1600 E. Euclid McPherson, Kansas 67460 Phone : 800-365-7402 Email : sawyerk@mcperson.edu Katie Sawyer	N	0
23	Mid America All Indian Ctr. 650 N. Seneca Wichita, Kansas 67203 Phone : 316-350-3340 Email : ascott@wichita.gov Michael Gallegos Prong 2 Ended Date: 2/11/2016	N	0
24	National Assoc of Broadcasters 1771 N. Street NW Washington, District of Columbia 20036 Email : nab@nab.org Karen Hunter	Y	0

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25	Nationsjob.com 601 SW 9th St. Suites J&K Des Moines, Iowa 50309 Phone : 888-526-5967 Email : customerservice@nationjob.com Fax : 1-515-243-5384 Bill Melton	Y	0
26	Ohio Ctr for Broadcasting 9000 Sweet Valley Dr. Valley View, Ohio 44125 Phone : 2162424342 Email : jhardy@beonair.com Fax : 1-216-642-9232 Gary James	Y	0
27	On Air Announcements 9323 E 37th St. N Wichita, Kansas Erica Franck Manual Posting	N	0
28	Pittsburgh State University 1701 S. Broadway Pittsburg, Kansas 66762 Phone : 620-235-7000 Email : dhogard@pittstate.edu Career Services	N	0
29	Salina Journal Newspaper 333 S. 4th Street Salina, Kansas 67401 Email : webmaster@salina.com na na	N	0
30	Senior Services 200 S. Walnut Wichita, Kansas 67213 Phone : 316-267-1771 Email : cheriew@seniorservicesofwichita.org C. Wenderott	Y	0
31	SER Corporation 1020 N. Main Suite B Wichita, Kansas 67203 Phone : 316-264-5372 Fax : 1-316-264-0194 Career Services	Y	0

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32	Sterling College PO Box 98 Sterling, Kansas 67579 Phone : 620-278-2173 Email : tehresman@sterling.edu Herb Albertson	Y	0
33	Tabor College Wichita 7348 W. 21st St. Suite 117 Wichita, Kansas 67205 Email : learn@tabor.edu Fax : 1-316-773-5436 Kalyn Nethecot	Y	0
34	Topeka Workforce Center 1430 SW Topeka Blvd Topeka, Kansas 66612 Email : topekajobs@kansasworks.com Fax : 1-785-233-5899 Career Services	Y	0
35	University of Kansas 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7630 Email : steve_rottinghaus@ku.edu Steve Rottinghaus	Y	0
36	Unknown Internet Referral Source (source not adequately identified upon inquiry)	N	1
37	Urban League of Wichita 2418 E. 9th St N Wichita, Kansas 67214 Phone : 316-262-2463 Fax : 1-316-262-8841 Lori Dennis	Y	0
38	Washburn University 1700 College Topeka, Kansas 66621 Email : career-services@washburn.edu Judy Smith	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Wichita Career Development Office 444 E. William Wichita, Kansas 67202 Phone : 316-462-3775 Email : tterry@wichita.gov T Terry	Y	0
40	Wichita Eagle PO Box 820 Wichita, Kansas 67201 Email : astroupe@wichitaeagle.com Ally Stroupe	N	0
41	Wichita State University 1845 Fairmount St. Wichita, Kansas 67260 Url : careers.wichita.edu Email : eric.wilson@wichita.edu Career Services	N	0
42	Wichita Technical Institute 2051 S. Meridian Wichita, Kansas 67213 Fax : 1-316-943-5438 Jeff Ranney	N	0
43	Wichita Workforce Alliance 2021 N Amidon Ave #1100 Wichita, Kansas 67203 Phone : 316-771-6800 Email : jobs@workforce-ks.com Career Center	Y	0
44	Word of Mouth Referral	N	8
45	Wright Career College na na, Kansas Phone : na Email : mewhitetucker@wrightcc.edu Megan Tucker Prong 2 Ended Date: 4/15/2016	N	0

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46	YWCA Employment & Resource 1111 N. St. Francis Wichita, Kansas 67201 Phone : 316-263-7501 Fax : 1-316-263-7503 Joan Hartig	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2016	Establishment of a mentoring program	During this reporting period, our SEU offered several employees cross-training and mentoring to help them advance in their careers. Both our Program and Production Directors provided guidance and instruction to help current employees learn jobs in different departments. The employees got hands-on experience and shadowed staff to gain new skills from the ground up. During this reporting period, 2 employees participated as follows: Two Promotions Assistants trained in Programming/Management, including music scheduling, record label meetings, on-air broadcast shifts, remote broadcasts and commercial production.	6	On-Air Personality Program Director Promotions Assistant Program Director
2	3/3/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in a Job shadow with a student from Belle Plaine High School. Our SEU's representatives shared information with this student about the variety of career opportunities in broadcasting. The student observed the morning show and received hands on instruction. He was educated on production and sat in on a meeting regarding ratings for the station.	2	On-Air Talent On-Air Talent Program Director
3	4/1/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a local college student from Southwestern College for a job shadow. The student toured the building and shadowed a Program Director for the day. The student eventually was hired part time during the summer of 2016 to work in promotions.	1	Program Director
4	4/6/2016	Participation in Job Fairs	Our SEU participated in the CareerQuest Spring Expo during which SEU staff members spoke with attendees about career opportunities in radio and job openings within the SEU.	2	General Sales Manager Market President
5	10/4/2016	Participation in Job Fairs	The SEU participated in the CareerQuest Fall Expo during which staff members spoke with attendees about career opportunities in radio and job openings within the SEU.	2	General Sales Manager Market President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	12/21/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted Choir students from the Independent School. They met with various DJ's, promotion, production, digital and sales staff. We talked about various jobs in the station.	1	Market President