

WIBW(AM), WIBW-FM, KTPK(FM)
EEO PUBLIC FILE REPORT
February 1, 2016-January 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Representative	1-4, 7-9, 13-26, 29-31	31
Creative Director	1-5, 7-9, 13-26, 29-30	2
Morning Show Host	1-5, 7-9, 13-26, 29-30	5
Anchor/Reporter	35*	35
Anchor/Reporter	3-4, 7-9, 13-26, 29-30, 33	33
Board Operator	1-4, 7-9, 13-26, 29-30	3
Traffic/Business	1-4, 7-9, 13-26, 29-30	4
Kansas Radio Network Sales Director	1-4, 7-9, 13-26, 28-30	28
Sports Reporter/Talk	1-9, 13-26, 29-30, 32	4
Sales Representative	1-4, 7-9, 13-26, 29-31	4

**Exigent Circumstances*

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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	Radio Works Job Link Contact: Shana Stitt 1210 SW Executive Drive Topeka, KS 66615 Phone: 785-228-7255 www.radioworksjoblink.com	No	3
2	Alpha Media Careers Website www.alphamediausa.com/careers	No	11
3	Kansas Association of Broadcasters 1916 SW Sieben Court Topeka, KS 66611 Phone: 785-235-1307 www.kab.net	No	2
4	Word-of-Mouth Referral	No	5
5	All Access www.allaccess.com	No	2
6	Walk-In/Self-Referral	No	0
7	Lawrence Workforce Center Career Services 2540 Iowa, Suite R Lawrence, KS 66045 Phone: 785-840-9675	No	0
8	Emporia State University 1200 Commercial Emporia, KS 66801 Phone: 620-341-1200 www.emporia.edu/career	No	1
9	Wichita State University 1845 Fairmont Wichita, KS 67260 Phone: 316-978-3456 www.wichita.edu/career	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	<i>Intentionally Omitted</i>	n/a	n/a
11	Topeka Capital Journal Contact: Linda Giardin linda.giardin@morris.com	No	0
12	Wichita Eagle Contact: Ashley Peterson (316) 268-6420 www.kansas.com	No	0
13	Hutchinson Community College Contact: Betty Ann Kelly 1300 N. Plum Hutchinson, KS 67501 Phone: 620-665-3500	No	0
14	Colby Community College / KTCC FM Contact: Doug Johnson 1255 S. Range Avenue Colby, KS 67701 Phone: 785-462-3984	No	0
15	Butler County Community College Contact: Amy Kjellin 901 S. Haverhill Road El Dorado, KS 67042 Phone: 620-767-5158 / 800-794-0188	No	0
16	Kansas Works 203 N. 10th Street Salina, KS 67401 Phone: 785-827-0385	No	0
17	Friends University Contact: Shera Jones 2100 W. University Street Wichita, KS 67213 https://friends-csm.symplicity.com/	No	0
18	Dodge City Community College / KDCC Contact: Elisha Reyes 2501 N. 14th Street Dodge City, KS 67801 Phone: 620-225-0186	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Fort Hays State University Human Resources Department 600 Park Street Hays, KS 67601 Phone: 785-628-3478 / 785-628-4462	No	0
20	Topeka Workforce Center Contact: Eric Flowers 1430 SW Topeka Boulevard Topeka, KS 66612 Phone: 785-235-5627	No	0
21	Washburn University Contact: Judy Smith 1700 SW College Avenue, Morgan Hall 122 Topeka, KS 66621 www.myinterfase.com/washburn/job.aspx	No	1
22	Baker University Contact: Kelly Burns PO Box 65 Baldwin City, KS 66006 http://www.collegecentral.com/bakeru	No	0
23	Kansas State University Contact: Rachel Ward Bishop 100 Holtz Hall Manhattan, KS 66506-1701 http://www.kstateedu/ces/employers/cesaccount.htm	No	0
24	Kansas University – Lawrence Career Services Contact: Liz Caldwell 110 Bridge Union Lawrence, KS 66045 https://kucsm.symplicity.com/employers/index.php	No	0
25	Manhattan Workforce Center Contact: Terry Umscheid McAfee 205 S. 4th Avenue, Suite 1A Manhattan, KS 66502 Phone: 785-539-5691	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Community Action Contact: Thea Warren 1000 SE Hancock Avenue Topeka, KS 66604 Phone: 785-235-9296	No	0
27	NAACP 501 SE Jefferson, Suite 31 Topeka, KS 66607 naactopeka1@att.net	No	0
28	Internal Transfer/Promotion	No	1
29	Radio Television Digital News Association 529 14th Street, NW, Suite 425 Washington, DC 20045 Phone: 800-807-8632	No	0
30	Express Personnel Contact: Diana Ramirez 2300 SW 29th, Suite 100 Topeka, KS 66611 Phone: 785-267-2773	No	0
31	Premier Employment Solutions 2813 SW Wanamaker Road Topeka, KS 66614 785-273-9944	No	1
32	Sportscasters Talent Agency of America (“STAA”) www.staatalent.com	No	2
33	TV and Radio Jobs Website www.tvandradiojobs.com	No	1
34	Indeed Website www.indeed.com	No	0
35	Former Employee (Re-Hire)	No	1
Total Interviewees Over Reporting Period			30

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	During this reporting period, our SEU hosted two (2) student interns from Washburn University whose educational pursuits included an emphasis in media. One student joined our SEU for the Spring semester, the other for the Summer semester. These interns were supervised by our Sports and News Directors and learned about the day-to-operation of the Programming department. One intern spent the majority of his/her time assisting with the news. The other assisted with sports.
2	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On April 5, 2016, our SEU participated in the Emporia State University Career Fair which took place on its campus. Our Promotions and News Directors as well as our Engineer met with students and shared information about radio broadcasting as a profession, trends in the industry, and what employers are looking for in a candidate's resume.
3	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On September 14, 2016, our SEU participated in the Washburn University Career Fair which took place on its campus. Our Web Master and News Anchor/Reporter met with students and shared information about radio broadcasting as a profession, trends in the industry, and what employers are looking for in a candidate's resume.
4	Participate in scholarship program	Our SEU's Market Manager is Chairman Elect of the Kansas Association of Broadcaster ("KAB") and sits on the KAB Scholarship Committee. This Committee awards annual scholarships to aid promising students interested in broadcasting with their pursuits of higher education. This Committee screens the applications received, determines which college students will be interviewed, interviews the finalists and awards the scholarships. As a Committee member, our Market Manager was involved in this process.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training regarding equal employment opportunity and preventing discrimination	On May 10, 2016, our SEU's Business Manager participated in a comprehensive training webinar regarding the FCC's EEO rules presented by Elizabeth E. Goldin of Wiley Rein LLP