

WIBW(AM), WIBW-FM, KTPK(FM), KSAJ-FM
EEO PUBLIC FILE REPORT
February 1, 2017-January 31, 2018

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
News Director	1-3, 6, 8, 11-21	6
Reporter/Anchor	1-4, 8, 11-21	4
Traffic/Business Assistant	1-3, 5, 8, 11-21	5
Account Executive	1-3, 9, 11-21	9
Account Executive	1-3, 7, 9, 11-21	2
Sports Reporter/Anchor	1-3, 10-21	10
Local Sales Manager	1-3, 7, 9, 11-21	2

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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	Alpha Media Careers Website www.alphamediausa.com/careers	NO	0
2	Indeed Website www.indeed.com	NO	10
3	Kansas Association of Broadcasters 1916 SW Sieben Court Topeka, Kansas 66611 Phone: 785-235-1307 www.kab.net	NO	0
4	Employee Referral	NO	3
5	Non-Employee Referral	NO	2
6	Internal Transfer/Promotion	NO	1
7	Walk-In/Self-Referral	NO	2
8	All Access www.allaccess.com	NO	0
9	Premier Employment Solutions 2813 SW Wanamaker Road Topeka, Kansas 66614 785-273-9944	NO	1
10	Sportscasters Talent Agency of America (STAA) www.staatalent.com	NO	3
11	Lawrence Workforce Center Career Services 2540 Iowa, Suite R Lawrence, Kansas 66045 785-840-9675	NO	0
12	Topeka Workforce Center Contact: Eric Flowers 1430 SW Topeka Boulevard Topeka, Kansas 66612 785-235-5627	NO	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	NAACP 501 SE Jefferson, Suite 31 Topeka, Kansas 66607 Naactopeka1@att.net	NO	0
14	Washburn University Contact: Judy Smith 1700 SW College Avenue, Morgan Hall 122 Topeka, Kansas 66621 www.myinterfase.com/washburn/job.aspx	NO	0
15	Kansas State University Contact: Rachel Ward Bishop 100 Holtz Hall Manhattan, Kansas 66506-1701 http://www.kstateedu/ces/employers/cesaccount.htm	NO	0
16	Kansas University Career Services Contact: Liz Caldwell 110 Bridge Union Lawrence, Kansas 66045 https://kucsm.symplicity.com/employers/index.php	NO	0
17	Baker University Contact: Kelly Burns PO Box 65 Baldwin City, Kansas 66606 http://www.collegecentral.com/bakeru	NO	0
18	Emporia State University 1200 Commercial Emporia, Kansas 66801 Phone: 620-341-1200 www.emporia.edu/career	NO	0
19	Wichita State University 1845 Fairmont Wichita, Kansas 67260 316-978-3456 www.wichita.edu/career	NO	0
20	Hutchison Community College Contact: Betty Ann Kelly 1300 N. Plum Hutchison, Kansas 67501 620-665-3500	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Colby Community College/KTCC FM Contact: Doug Johnson 1255 S. Range Avenue Colby, Kansas 67701 785-462-3984	NO	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in scholarship program	Our SEU's Farm Broadcaster serves on the Board of Directors of the National Association of Farm Broadcasters Foundation. The Foundation provides annual scholarships to aid promising students interested in broadcasting with their pursuits of higher education. The Foundation's board members screen the applications received, determine which college students will be interviewed, conducts interviews of the finalists and awards the scholarships. As a board member, our Farm Broadcaster was involved in this process during the reporting period.
2	Participate in event/program for or on behalf of a professional organization relating to careers in broadcasting	On May 3, 2017, our Sports Director and Sports Anchor Co-Host spoke at the Kansas Association of Broadcasters sports seminar held in Kansas City on the topic of sports talk hosting. Later that day, they hosted a two-hour roundtable discussion with students and fellow broadcasters from Kansas and Missouri addressing careers in sports talk hosting.
3	Participate in event/program/job fair for or on behalf of a professional organization relating to careers in broadcasting	On April 4, 2017, our SEU participated in the Kansas Association of Broadcasters Student Seminar & Job Fair in Topeka, KS. The event was targeted to college as well as high school students in order to share information about radio broadcasting as a profession, trends in the industry, and what employers are looking for in a candidate's resume. Our SEU hosted a booth at the job fair. Our Market Manager also served as a guest speaker on the topic of "How Are You Preparing for a Job." In addition, our Chief Engineer and Sales Manager participated in roundtable discussions with the students regarding radio broadcasting as a profession.