

**WIBW(AM), WIBW-FM, KTPK(FM), KSAJ-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021-January 31, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	1-2,4,7-8	4
Account Executive	1-2,4-8	7

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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	<b>Alpha Media Careers Website</b> www.alphamediausa.com/careers	NO	2
2	<b>Indeed Website</b> ( <i>automated posting from Alpha careers website</i> ) www.indeed.com	NO	4
3	<b>Kansas Association of Broadcasters</b> 1916 SW Sieben Court Topeka, Kansas 66611 Phone: 785-235-1307 www.kab.net	NO	0
4	<b>Employee Referral</b>	NO	1
5	<b>Non-Employee Referral</b>	NO	0
6	<b>Internal Transfer/Promotion</b>	NO	0
7	<b>Walk-In/Self-Referral</b>	NO	2
8	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	NO	1
9	<b>Premier Employment Solutions</b> 2813 SW Wanamaker Road Topeka, Kansas 66614 785-273-9944	NO	0
10	<b>Sportscasters Talent Agency of America (STAA)</b> www.staatalent.com	NO	0
11	<b>Lawrence Workforce Center</b> Career Services 2540 Iowa, Suite R Lawrence, Kansas 66045 785-840-9675	NO	0
12	<b>Topeka Workforce Center</b> Contact: Eric Flowers 1430 SW Topeka Boulevard Topeka, Kansas 66612 785-235-5627	NO	0
13	<b>NAACP</b> 501 SE Jefferson, Suite 31 Topeka, Kansas 66607 Naactopeka1@att.net	NO	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
14	<b>Washburn University</b> Contact: Judy Smith 1700 SW College Avenue, Morgan Hall 122 Topeka, Kansas 66621 <a href="http://www.myinterfase.com/washburn/job.aspx">www.myinterfase.com/washburn/job.aspx</a>	NO	0
15	<b>Kansas State University</b> Contact: Rachel Ward Bishop 100 Holtz Hall Manhattan, Kansas 66506-1701 <a href="http://www.kstateedu/ces/employers/cesaccount.htm">http://www.kstateedu/ces/employers/cesaccount.htm</a>	NO	0
16	<b>Kansas University</b> Career Services Contact: Liz Caldwell 110 Bridge Union Lawrence, Kansas 66045 <a href="https://kucsm.symplicity.com/employers/index.php">https://kucsm.symplicity.com/employers/index.php</a>	NO	0
17	<b>Baker University</b> Contact: Kelly Burns PO Box 65 Baldwin City, Kansas 66606 <a href="http://www.collegecentral.com/bakeru">http://www.collegecentral.com/bakeru</a>	NO	0
18	<b>Emporia State University</b> 1200 Commercial Emporia, Kansas 66801 Phone: 620-341-1200 <a href="http://www.emporia.edu/career">www.emporia.edu/career</a>	NO	0
19	<b>Wichita State University</b> 1845 Fairmont Wichita, Kansas 67260 316-978-3456 <a href="http://www.wichita.edu/career">www.wichita.edu/career</a>	NO	0
20	<b>Hutchison Community College</b> Contact: Betty Ann Kelly 1300 N. Plum Hutchison, Kansas 67501 620-665-3500	NO	0
21	<b>Colby Community College/KTCC FM</b> Contact: Doug Johnson 1255 S. Range Avenue Colby, Kansas 67701 785-462-3984	NO	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			10

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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.
<b>2</b>	Participate in Job Fair	On April 8, 2021, several member of the Management team attended the Kansas Association of Broadcasters Student Career Fair discussing Broadcasting careers to High School and College students attending school across the state of Kansas.
<b>3</b>	Participate in Job Fair	On March 4, 2021, several member of the Management team attended the Washburn University Spring Education Virtual Career Fair discussing Broadcasting careers to College students
<b>4</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On October 16, 2021, our Engineer took part in a training webinar’s entitled, “A Manager’s Guide to Diversity, Inclusion and Accommodation, Harassment Prevention for US Managers, Preventing Bullying and Violence and Active Shooter,” presented by ThinkHR.
<b>5</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On October, our Market Manager took part in a training seminar entitled, “The What & Why of Diversity and Inclusion with LaShonda Garnes” Sponsored by the Kansas Association of Broadcasters Foundation.

