

WIBW-AM, WIBW-FM, KTPK-FM, KSAJ-FM
EEO PUBLIC FILE REPORT
February 1, 2022-January 31, 2023

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
Agricultural Broadcaster	1-2,4,5,7-8	5
Digital Sales Specialist	1-2,4,11	1
On-Air Sports Talk Producer	1-2,4,6,10	10
On-Air Talent/Sports Talk Show Host	1-2,9-11,21	10

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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 (automated posting from Alpha careers website) www.indeed.com	NO	1
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	0
5	Non-Employee Referral	NO	2
6	Internal Transfer/Promotion	NO	0
7	Walk-In/Self-Referral	NO	0
8	On-Air Announcements (one or more SEU stations)	NO	0
9	AllAccess	NO	0
10	Sportscasters Talent Agency of America (STAA) www.staatalent.com	NO	5
11	LinkedIn	NO	3
12	Topeka Workforce Center Contact: Eric Flowers 1430 SW Topeka Boulevard Topeka, Kansas 66612 785-235-5627	NO	0
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
21	Facebook Job Search	NO	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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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 Job Fair	On April 7, 2022, 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.
3	Participate in scholarship program	During the months of January 2022 – June 2022, the Market participated in the Kansas Association of Broadcasters (KAB) EEO Scholarship Program. The SEU aired promo’s for the scholarship, received applications, review and submit applications after Judging the applications based on the KAB guidelines. KAB Committee narrows down the pool of applicants and makes final selection for the scholarship winner.