

**WIBW-AM, WIBW-FM, KTPK-FM, KSAJ-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023-January 31, 2024**

**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(s)</b>
Sales Assistant	1-2,11-12,15	1
Digital Sales Specialist	1-2,11-12	11
On-Air Sports Talk Producer	1-2,11-12	1
Integrated Marketing Consultant (8)	1-2,8,11-12,15	1,2,11,15

**WIBW-AM, WIBW-FM, KTPK-FM, KSAJ-FM**  
**EEO PUBLIC FILE REPORT**  
February 1, 2023-January 31, 2024

**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	10
2	<b>Indeed Website</b> (automated posting from Alpha careers website) www.indeed.com	NO	8
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	0
5	<b>Non-Employee Referral</b>	NO	0
6	<b>Internal Transfer/Promotion</b>	NO	0
7	<b>Walk-In/Self-Referral</b>	NO	0
8	<b>On-Air Announcements</b> (one or more SEU stations)	NO	0
9	<b>AllAccess</b>	NO	0
10	<b>Sportscasters Talent Agency of America (STAA)</b> www.staatalent.com	NO	0
11	<b>LinkedIn</b>	NO	6
12	<b>Glassdoor.com</b>	NO	0
13	<b>NAACP</b> 501 SE Jefferson, Suite 31 Topeka, Kansas 66607 Naactopeka1@att.net	NO	0
14	<b>Washburn University</b> Contact: Judy Smith 1700 SW College Avenue, Morgan Hall 122 Topeka, Kansas 66621 www.myinterfase.com/washburn/job.aspx	NO	0
15	<b>Kansas State University</b> Contact: Rachel Ward Bishop 100 Holtz Hall Manhattan, Kansas 66506-1701 http://www.kstateedu/ces/employers/cesaccount.htm	NO	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Facebook Job Search	NO	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			25

**WIBW-AM, WIBW-FM, KTPK-FM, KSAJ-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023-January 31, 2024**

**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>	Management-level training regarding Preventing Discrimination	In November 2023, the SEU Market Manager, Chief Engineer and Sports Director participated in Preventing Employment Discrimination (Manager).
<b>3</b>	Participated in EEO Training	Market Manager attended an EEO Webinar Presentation held by Wilkinson, Barker, Knauer, LLC through the Kansas Association of Broadcasters & Minnesota Broadcasters Association, held on February 16, 2023.
<b>4</b>	Participate in scholarship program	During the months of January 2023 – June 2023, the Market participated in the Kansas Association of Broadcasters (KAB) EEO Scholarship Program. The SEU aired promos 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.