

KJMN-FM, KMXA-AM, KXPB-FM, KPVW-FM**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****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
Multi-Media Content Producer	1-4, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-29, 31-32, 36, 40-41, 48-49, 52-54, 56, 60, 65, 72-73, 77, 82-86, 89, 92, 102, 104, 106, 108, 111-113, 116, 120, 122-123, 125, 129-130, 133, 136-137, 139-141, 147, 152-154, 158, 163	53
Radio Promotions Assistant	1-4, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-32, 36, 40-41, 48-49, 54, 56, 60, 65, 72-73, 77, 82-86, 89, 92, 102, 104, 106, 108, 111-113, 116, 120-123, 125, 129-130, 132-133, 135-141, 146-147, 150, 152-154, 158, 163	49
Multi-Media Reporter/Journalist	1-3, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-29, 31-32, 36, 40-41, 48-49, 54, 56, 60, 65, 72-73, 77, 82-86, 89, 92, 102, 104, 106, 108, 111-113, 116, 119-120, 122-123, 125, 129-130, 133, 136-137, 139-141, 147, 152-154, 158, 163	49
Sales Assistant	1-4, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-32, 36, 40-41, 45, 48-49, 54, 56, 60, 65, 72-73, 77, 82-83, 85-86, 89, 92, 102, 104, 106, 108, 111-113, 116, 120, 123, 125, 129-133, 135-137, 139-141, 147-148, 152-154, 158, 160, 163	160
Digital Sales Manager	1-4, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-29, 31-32, 34, 36, 40-41, 49, 54, 56, 60, 65, 72-73, 77-78, 82-86, 89, 102, 104, 106, 108, 111-113, 115-116, 120, 122-123, 125, 129-133, 135-137, 139-141, 147, 152-154, 158, 163	34
Master Control Operator FT	1-4, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-29, 31-32, 36, 40-41, 45, 47-49, 54, 56, 58, 60, 65, 72-73, 77, 82-86, 89, 92, 102, 104, 106, 108, 111-113, 116, 120, 122-123, 125, 129-133, 136-137, 139-141, 147, 152-154, 158, 163	73
News Producer	1-4, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-29, 31-32, 36, 38, 40-41, 48-49, 54, 56, 60, 65, 72-73, 77, 82-86, 89, 92, 102, 104, 106, 108, 111-113, 116, 119-120, 122-123, 129-131, 136-137, 139-141, 147, 152-154, 158, 163	49

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News Photographer / Editor	1-4, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-29, 31-32, 36-37, 40, 48-49, 54, 56, 60, 65, 72-73, 76-77, 82-86, 89, 92, 102, 104, 106, 108, 111-113, 116, 120, 122-123, 125, 129-130, 136-137, 139-141, 147, 151-154, 158, 163	49
News Photographer / Editor	1-4, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-29, 31-32, 36-37, 40, 48-49, 54, 56, 60, 65, 72-73, 76-77, 82-86, 89, 92, 102, 104, 106, 108, 111-113, 116, 120, 122-123, 125, 129-130, 136-137, 139-141, 147, 151-154, 158, 163	73
KCEC-TV News Anchor	1-4, 6, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-29, 31-32, 34, 36, 40-41, 43, 48-49, 54, 56, 60, 65-66, 72-73, 77, 82-86, 88-89, 92, 95-96, 98, 102, 104, 106, 108-109, 111-113, 116, 120, 122-123, 125-126, 129-130, 136-137, 139-141, 147, 152-154, 158, 163	34
Reporter / Video Journalist	26, 43, 48-49, 73, 131-132	49
Integrated Marketing Solutions Consultant	1-26, 28-31, 33, 35-36, 39-42, 44, 46-47, 49-51, 54-57, 59-62, 64-75, 77-81, 83-94, 96-108, 110-112, 114, 116-118, 122-132, 134-137, 139-149, 153-159, 161-163	114
News Producer	1-4, 8-9, 11, 14, 16, 19, 21-22, 25-32, 36, 40-41, 43, 48-49, 54, 56, 60, 63, 65, 72-73, 77, 83-86, 89, 92, 102, 104, 106, 108, 111-112, 116, 122-123, 125, 129, 135-141, 147, 153-154, 158, 163	43
Traffic Coordinator	1-4, 8-9, 11, 14, 16, 19, 21-22, 25-26, 28-29, 31-32, 36, 40, 48-49, 54, 56, 60, 65, 72-73, 77, 83, 85-86, 89, 92, 102, 104, 106, 108, 111-113, 116, 122-123, 125, 129, 132, 136-137, 139-141, 147, 153-154, 158, 163	73

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	A.Q.Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-6890 Email : smethers@ksu.edu Fax : 1-785-532-5484 Dr. Steve Smethers	N	0
2	A.W.A.R.E Inc. of Bozeman 420 West Mendenhall Bozeman, Montana 59715 Phone : 406-563-7721 Email : ebarry@aware-inc.org Emmett Barry	N	0
3	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0
4	AFRICAN-AMERICAN FAMILY PRESERVATION 1631 E. 17TH WICHITA, Kansas 67202 Phone : 316-269-0488 Fax : 1-316-269-2744 JENNIFER JONES	N	0
5	Allen County Community College 1801 N. Cottonwood Iola, Kansas 66749 Phone : (620) 365-5116 Url : www.allencc.edu/web/service/work/work.htm Email : bswinney@allencc.edu Fax : (620) 365-7406 Bill Swinney	N	0
6	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4921 Email : clundin@aia.edu Fax : 1-303-824-4907 Carol Lundin	N	0

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7	Baker University Harter Union PO Box 65 Baldwin City, Kansas 66006 Phone : (785) 594-8382 Url : www.bakeru.edu/cdc/employer.htm Email : Eva.Durand@bakeru.edu Fax : 1-785-594-4568 Erica Johnson-Wanzer	N	0
8	Baker University 618 Eighth Street P.O. Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : http://www.bakeru.edu/index.php Email : susan.wade@bakerU.edu Susan Wade	N	0
9	Baker University 618 Eighth Street P.O. Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : http://www.bakeru.edu/index.php Email : cdc@bakeru.edu Susan Wade	N	0
10	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : (620) 792-9349 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : ankerholzj@bartonccc.edu Fax : (620) 792-3238 Jennifer Ankerholz	N	0
11	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : 866-813-2465 ext 214 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : simmonse@bartonccc.edu Fax : 1-620-792-9214 Elaine Simmons	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Bethel College 300 E. 27th St. - Fine Arts Ctr. North Newton, Kansas 67117 Phone : (316) 284-5271 Url : www.bethelks.edu/academics/commarts/ Email : cecrouse-dick@bethelks.edu Fax : 316-284-5286 Christine Crouse-Dick	N	0
13	Black Broadcasters Alliance 711 West 40th St. Suite 330 Baltimore, Maryland 21211 Phone : (410) 662-4536 Url : www.thebba.org Email : e-mail@thebba.org Fax : (410) 662-0816 Director of Placement	N	0
14	Black Womens Network 703 SE Hackberry Topeka, Kansas 66607 Phone : 785-232-0008 Email : BKCushinberry@yahoo.com Beverly Cushinberry	N	0
15	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Kara Savio	N	0
16	Center for Work Education & Employment (CWEE) 1175 Osage Street Suite 300 Denver, Colorado 80204 Phone : 303-892-8444 x315 Email : smcrae@cwee.org Stephanie Pacheco-McRae	Y	0
17	Central Baptist College no listing Conway, Arkansas 72032 Phone : 501-329-6872 Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0

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18	Central Christian College 1200 S. Main, P.O. Box 1403 McPherson, Kansas 67460 Phone : (620) 241-0723 Url : http://www.centralchristian.edu/guidance.html Email : patricia.muntz@centralchristian.edu Fax : 1-620-241-6032 Pat Muntz	N	0
19	Central Christian College 1200 S. Main, P.O. Box 1403 McPherson, Kansas 67460 Phone : (620) 241-0723 ext 312 Url : www.centralchristian.edu/guidance.html Email : Pat.Muntz@centralchristian.edu Pat Muntz	N	0
20	Central Missouri State Union 302 Warrensburg, Missouri 64093 Phone : 660-543-4379 Email : dtullis@cmsu.edu Dayna Tullis	N	0
21	Chanute One-Stop Workforce Development Center 119 N Grant Street Chanute, Kansas 66720 Phone : 620-432-0304 Email : kcoomes@neosho.edu Fax : 1-620-431-2375 Terry Coomes	N	0
22	Cloud County Community College P.O. Box 1002 Concordia, Kansas 66901 Phone : 785-243-1435 ext 323 Url : http://www.cloud.edu/ Email : bhanson@cloud.edu Fax : 1-785-243-9321 Brenda Hanson	N	0

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23	Coffeyville Community College 400 West 11th Coffeyville, Kansas 67337 Phone : (620) 251-7700 Url : www.ccc.cc.ks.us/academics/programs/commbroad.htm Email : billyd@coffeyville.edu Fax : (620) 252-7098 Billy Durham	N	0
24	Colby Community College 1255 S. Range Ave. Colby, Kansas 67701 Phone : (785) 462-3984 Url : www.colbycc.edu Email : rod@colbycc.edu Fax : 1-785-460-4699 Rod Thomasson	N	0
25	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Fax : 1-785-460-4691 Leisa Hansen	N	0
26	Colorado Broadcasters Association 333 W. Hampden Ave Suite 620 Englewood, Colorado 80110 Phone : 720-536-5427 Url : http://www.coloradobroadcasters.org/ Susan Strong Manual Posting	N	1
27	Colorado College 14 E. Cache le Poudre St Colorado Springs, Colorado 80903 Phone : 719-389-6893 Url : http://www.coloradocollege.edu/offices/careercenter Jason Owens Manual Posting	N	0
28	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0

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29	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : http://www.funjobsonair.com Email : dbyrd@beonair.com Debbie Byrd	N	0
30	Colorado State University 1065 Campus Delivery Centennial Hall Ft Collins, Colorado 80523 Phone : 970-491-1955 Url : http://ses.colostate.edu/contact.aspx Lucinda Van Inwagen Manual Posting	N	0
31	Colorado State University - Pueblo 2200 Bonforte Blvd. Pueblo, Colorado Phone : (719) 549-2512 Email : michelle.gjerde@colostate-pueblo.edu Fax : 1-719-549-2289 Michelle Gjerde	N	0
32	Colorado Workforce Center 1391 N. Speer Blvd Ste 500 Denver, Colorado 80204 Phone : 303-318-8819 Url : http://www.connectingcolorado.com Kathie Stenzel Manual Posting	N	0
33	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland	N	0
34	Corporate Recruiter	N	2
35	Cowley County Community College 125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5312 Url : www.cowley.edu/student/career Fax : (620) 441-5350 Kim Biddle	N	0

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36	Cowley County Community College 125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5287 Url : www.cowley.edu/student/career Email : smithm@cowley.edu Fax : 1-620-441-5350 Meg Smith	N	0
37	Craigslist P.O. Box 438 San Francisco, California 94104 Phone : 415-399-5200 Url : www.craigslist.com Customer Support Manual Posting	N	0
38	Current Employee - Transfer/Promotion	N	1
39	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : www.diversitysearch.com Email : sales@DiversitySearch.com Fax : (503) 221-7780 Director of Placement	N	0
40	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Stephen Martinez	N	0
41	Dodge City Community College 2501 N. 14th Ave. Dodge City, Kansas 67801 Phone : 620-225-1321 Email : ereyes@dc3.edu Fax : 1-620-225-0918 Elisha Reyes	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Drury College 900 North Benton Ave Springfield, Missouri 65802 Phone : 4178658731 Fax : 1-417-873-7821 Drury College Drury College	N	0
43	E-mail Inquiry	N	4
44	El Centro, Inc. Macias-Flores Family Ctr. - 290 S. 10th St. Kansas City, Kansas 66101 Phone : (913) 281-1186 Url : www.elcentroinc.com/english/family_improvement/adu Email : Amartinez@ElCentroInc.com Fax : (913) 362-8513 Anita Martinez	N	0
45	Emily Griffity Technical School 1250 Welton Street Denver, Colorado 80204 Phone : 720-423-4700 Url : http://www.egos-school.com/campus-locations?title= Jessica Cessarino Manual Posting	N	0
46	Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Ave 11th Floor Washington, District of Columbia 20004 Phone : (202) 637-4494 Url : www.emmabowenfoundation.com Email : phylis.eagle-oldson@corporate.ge.com Fax : (202) 637-4495 Phylis Eagle-Oldson	N	0
47	Employee Referral	N	2
48	Entertainment Careers 218 Wilshire Blvd Ste 401 Santa Monica, California 90403 Phone : 310-442-0200 Url : www.entertainmentcareers.net Brad Hall Manual Posting	N	1

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49	Entravision Communications Corporation 2425 Olympic Blvd Suite 6000 West Santa Monica, California 90404 Phone : 310-264-2355 Url : www.entravision.com John Mahan Manual Posting	N	23
50	Flint Hills Technical College 3301 W. 18th Ave. Emporia, Kansas 66801 Phone : (800) 711-6947 Url : www.fhtc.kansas.net Fax : 1-620-343-4610 Placement Director	N	0
51	Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self	N	0
52	Former Employee	N	1
53	Former Intern	N	1
54	Fort Hays State University 600 Park St Rm 214 Sheridan Hall Hays, Kansas 67601 Phone : 785-628-4260 Fax : 1-785-628-4093 Dan Rice	N	0
55	Friends University 2100 W. University St - Casado Campus Ctr Wichita, Kansas 67213 Phone : 316.295.5885 Url : www.friends.edu/CurrentStudents/StudentDevelopment Fax : 1-316-295-5572 Sanya Wiles	N	0
56	Friends University 2100 W. University St Wichita, Kansas 67213 Phone : 316-295-5000 Fax : 1-316-295-5010 Donna Barkley	N	0

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57	Ft. Hays State University 600 Park St - Rm 214 Sheridan Hall Hays, Kansas 67601 Phone : (785) 628-4260 Url : www.fhsu.edu/career Email : careers@fhsu.edu Daniel B.	N	0
58	Ft. Lewis College 1000 Rim Drive Durango, Colorado 81301 Phone : 877-352-2656 Url : http://www.fortlewis.edu/ Pat Dommer Manual Posting	N	0
59	Garden City Community College 801 Campus Dr - Saffell Library Garden City, Kansas 67846 Phone : (620) 276-9640 Url : www.gccc.cc.ks.us/ Email : ryan.ruda@gcccks.edu Ryan J.	N	0
60	Garden City Community College 801 Campus Dr Saffell Library Garden City, Kansas 67846 Phone : 620-275-3243 Email : colin.lamb@gcccks.edu Colin Lamb	N	0
61	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0
62	Guadalupe Center 2641 Belleview Kansas City, Missouri 64108 Phone : (816) 561-6885 Url : www.tornadic.com/gci/ Fax : (816) 561-7009 Frances Wallace	N	0

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63	Handshake College Recruiting P.O. Box 40770 San Francisco, California 94140 Url : https://joinhandshake.com/?utm_source=activity_mail College Recruiter Manual Posting	N	0
64	Harding University Main Campus no listing Searcy, Arkansas 72149 Phone : 501-279-4000 Fax : 1-501-279-4600 Harding University Main Campus Harding University Main Campus	N	0
65	Haskell Indian Nations University Stidham Union - 155 Indian Ave. Lawrence, Kansas 66046 Phone : (785) 749-8448 Url : www.haskell.edu/studentlife/career.asp Email : Mona.Franklin@BIE.edu Fax : 1-785-832-6654 Mona Franklin	N	0
66	Hastings College 710 N. Turner Avenue Hastings, Nebraska Phone : 800-532-7642 Email : cpower@hastings.edu Chad Power	N	0
67	Heart of America Indian Center 600 West 39th St. Kansas City, Missouri 64111 Phone : (816) 931-5229 Url : members.aol.com/indianbrav/haic.html Fax : (816) 421-6493 Director of Placement	N	0
68	Hendrix College 1601 Harkrider St Conway, Arkansas 72032 Phone : 501-329-6811 Email : careerservices@hendrix.edu Fax : 1-501-450-1200 Hendrix College Hendrix College	N	0

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69	Hispanic Chamber of Commerce of Greater Kansas City 1600 Baltimore Suite 250 Kansas City, Missouri 64108 Phone : (816) 472-6767 Url : www.hispanicchamberofkc.com/jobcenterinfo.asp Email : info@hispanicchamberofkc.com Director of Placement	N	0
70	Hutchinson Community College 1300 North Plum - Parker Student Union Hutchinson, Kansas 67501 Phone : (620) 665-3579 Url : www.hutchcc.edu/gc/ Email : myersr@hutchcc.edu Fax : 1-620-728-8155 Randy Myers	N	0
71	Hutchinson Community College 1300 North Plum - Bldg 12 Hutchinson, Kansas 67501 Phone : (620) 665-3433 Url : www.hutchcc.edu/dept/6/CommTech/TelComFr.htm Email : tyrellv@hutchcc.edu Fax : 1-620-665-3310 Vance Tyrell	N	0
72	Hutchinson Community College 1300 N. Plum Hutchinson, Kansas 67501 Phone : 602-665-3495 Email : kellyb@hutchcc.edu Fax : 1-620-728-8139 Betty Ann Kelly	N	0
73	Indeed 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : NA Url : http://www.indeed.com/ Job Board Manual Posting	N	25

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74	Independence Community College College Ave and Brookside Dr Independence, Kansas 67301 Phone : (620) 331-4100 Url : www.indycc.edu Email : jfischer@indycc.edu Jim Fischer	N	0
75	Iowa Tribe of Kansas and Nebraska Route 1 Box 58A White Cloud, Kansas 66094 Phone : (785) 595-3258 Fax : (785) 595-6610 Director of Placement	N	0
76	Job Board	N	2
77	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
78	Kansas Association of Broadcasters 214 SW 6th Avenue Suite #300 Topeka, Kansas 66603 Phone : 785-235-1307 Kent Cornish Manual Posting	N	0
79	Kansas City Association of Black Journalists P.O. Box 32744 Kansas City, Missouri 64111 Phone : NA Url : www.kcabj.org Email : kcabj@kcabj.org Anita K.	N	0
80	Kansas Department of Labor 401 SW Topeka Blvd. Topeka, Kansas 66603 Phone : (866) 444-5465 Url : www.kansasjoblink.com; www.hr.state.ks.us Email : human.resources@dol.ks.gov Placement Director	N	0

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81	Kansas State University 105 Kedzie Hall Manhattan, Kansas 66506 Phone : (785) 532-6890 Url : www.jmc.ksu.edu/employers/ Fax : 1-785-532-5484 Dr. Steven Smethers	N	0
82	Kansas State University 105 Kedzie Hall Manhattan, Kansas 66506 Phone : (785) 532-6890 Url : www.jmc.ksu.edu/employers/ Email : jobs@ksu.edu Fax : 1-785-532-5484 Dr. Steven Smethers	N	0
83	Kansas Wesleyan University 100 E. Claflin Pioneer Hall Rm 160 Salina, Kansas 67401 Phone : 785-827-5541 ext1162 Fax : 1-785-827-0927 Carla Larkin	N	0
84	Kansas Works / Wichita Workforce 1220 E. 1st St. Wichita, Kansas 67214 Phone : 316-771-6800 Url : http://www.workforce-ks.com Fax : 1-316-771-6890 Lori.lshowell@workforce-ks.com	N	0
85	KansasWorks 512 Market Street Emporia, Kansas 66801 Phone : 620-342-3355 Email : podell@kansasworks.com Fax : 1-620-342-2806 Patty O'Dell	N	0
86	KansasWorks - Independence One-Stop Center 200 Arco Place, Suite 101 Independence, Kansas 67301 Phone : (620) 332-5904 Url : www.kansasworks.com Email : independencejobs@KS.gov Fax : 1-620-331-0856 Mat Bennett	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
87	Kickapoo Tribe of Kansas P.O. Box 271 Horton, Kansas 66349 Phone : (877) 864-2746 Url : www.kiikaapoa.com Fax : (785) 486-2801 Director of Placement	N	0
88	La Raza 1671 Yosemite St. Denver, Colorado Phone : (303) 377-9076 Email : mlchavez@aol.com Lorenzo Chavez	N	0
89	Lawrence Workforce Center 2540 Iowa Street, Suite R Lawrence, Kansas 66046 Phone : (785) 840-9675 Url : www.workforcecenters.com/lawrence/ Email : cwhite@KansasWorks.com Fax : 1-785-865-5465 Cheryl White	N	0
90	Lincoln University 820 Chestnut Street Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson	N	0
91	McPherson College P.O. Box 1402 -1st Floor Miller Library McPherson, Kansas 67460 Phone : (620) 241-0742 Url : www.mcpherson.edu/careers/index.asp Email : schneidm@mcpherson.edu Fax : (620) 241-8443 Michael Schneider	N	0
92	McPherson College PO Box 1402 McPherson, Kansas 67470 Phone : 800-365-7402 Fax : 1-620-241-8443 Kris Wiens	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
93	Media Recruiter 9457 South University #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
94	Media Recruiter.com 9457 S. University Blvd Suite 303 Highlands Ranch, Colorado 80126 Phone : 3034005150 Art Scott Manual Posting	N	0
95	MediaRecruiter.com 20456 E. Orchard Place Centennial, Colorado 80016 Phone : (303) 400-5150 Url : www.mediarecruiter.com Email : Jim@MediaRecruiter.com Fax : 1-303-400-5063 Jim Birschbach	N	0
96	Mi Casa Resource Center 360 Acoma Street Denver, Colorado 80223 Phone : 303-539-5648 Url : http://www.micasaresourcecenter.org/contact-us/loc Email : avolcker@MiCasaResourceCenter.org Anne Volcker	N	0
97	Mid-America Nazarene University Campus Center - 2030 E. College Way Olathe, Kansas 66062 Phone : 913-971-3540 Url : www.mnu.edu/career/ Email : bbatten@mnu.edu Billie Batten	N	0
98	Mid-America Nazarene University 2030 E. college Way Olathe, Kansas 66062 Phone : 913-791-3382 Email : careercenter@mnu.edu Fax : 1-913-791-3401 Jeanette Downs Pettitt	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
99	Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Veronica Lowe	N	0
100	Missouri School of Journalism, Career Services 215 A Reynolds Journalism Institute University of Missouri Columbia, Missouri 65211 Phone : 573-884-1909 Url : http://www.journalism.missouri.edu/careers Email : career@missouri.edu Laura Redfield-Jacobs	N	0
101	Missouri Southern State College 3950 E Newman Rd Joplin, Missouri 64801 Phone : 417-625-9300 Fax : 1-417-625-3121 Missouri Southern State College Missouri Southern State College	N	0
102	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0
103	National Association of Black Owned Broadcasters 1155 Connecticut Ave., NW, Suite 600 Washington, District of Columbia 20036 Phone : (202) 463-8970 Url : www.nabob.org Email : info@nabob.org Fax : (202) 429-0657 Director of Placement	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
104	National Image 6165 W. Pacific Drive Lakewood, Colorado 80227 Phone : 303-412-7880 Url : http://www.imagededenver.org/home.php Email : jdaalos.natlimage@ymail.com Joe Davalos	Y	0
105	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0
106	New England School of Communications at Husson University 1 College Circle Bangor, Maine Phone : 207-941-7176 Email : nasonm@husson.edu Mark Nason	N	0
107	Newman University 302 Sacred Heart Hall 3100 McCormick Street Wichita, Kansas 67213 Phone : (316) 942-4291 Url : www.newmanu.edu/sss Email : headm@newmanu.edu Fax : 1-316-942-4483 Melody Head	N	0
108	Newman University 3100 McCormick Ave Admin Bldg, Rm 302 Wichita, Kansas 67213 Phone : 316-942-4291 Fax : 1-316-942-4483 Julie Connolly	N	0
109	None indicated (Source Unknown)	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
110	North Central Kansas Technical College P.O. Box 507 Beloit, Kansas 67420 Phone : (800) 658-4655 Url : www.ncktc.tec.ks.us Email : webmaster@ncktc.tec.ks.us Fax : (785) 738-2903 Director of Placement	N	0
111	North Central Kansas Technical College PO Box 507 Beloit, Kansas 67420 Phone : 800-658-4655 Fax : 1-785-738-2903 Bobette Roesti	N	0
112	Northern Arizona University, School of Communications 307 W. Tormey Dr P.O. Box 5619 Flagstaff, Arizona Phone : 928-523-2232 Email : norm.medoff@nau.edu Norm Medoff	N	0
113	Ohio Center for Broadcasting/Colorado Media School 404 S. Upham Street Lakewood, Colorado 80026 Phone : 303-479-4908 Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	N	0
114	On Air Recruitment Ad	N	1
115	Other Source	N	1
116	Ottawa University 1001 S. Cedar Street Ottawa, Kansas 66067 Phone : 785-248-2350 Url : http://www.ottawa.edu/TheCollege/StudentLife/Caree Email : career@ottawa.edu Fax : 1-785-242-4645 Joanna Walters	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
117	Overland Park Workforce Development Center 8417 Santa Fe Drive, Suite 100 Overland Park, Kansas 66212 Phone : (913) 642-8484 Email : lmwood@hr.state.ks.us Fax : 1-913-642-7260 Lavera M.	N	0
118	Pittsburg State University 1701 South Broadway-202 Horace Mann Pittsburg, Kansas 66762 Phone : (620) 235-4140 Url : www.pittstate.edu/car/empserv.html Email : car@pittstate.edu Fax : 1-620-235-4008 David Hogard	N	0
119	Pittsburg State University 210 Grubbs Hall Pittsburg, Kansas 66762 Phone : 620-235-4715 Email : tkling@pittstate.edu Trent Kling	N	0
120	Pittsburg State University 1701 South Broadway-202 Horace Mann Pittsburg, Kansas 66762 Phone : (620) 235-4140 Url : www.pittstate.edu/car/empserv.html Email : dhogard@pittstate.edu Fax : 1-620-235-4008 David Hogard	N	0
121	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Phone : NA Url : http://menu.radio-online.com/cgi-bin/rolmenu.exe/m Ron Chase Manual Posting	N	0
122	Regional Workforce Center 120 W. Ash Salina, Kansas 67401 Phone : 785-827-9301 Fax : 1-785-827-9758 Maureen Toll	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
123	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
124	Sac and Fox Nation of Missouri R.R. 1 Box 60 Reserve, Kansas 66434 Phone : (785) 742-7471 Fax : (785) 742-3785 Director of Placement	N	0
125	Salina Workforce Center 203 N. 10th Salina, Kansas 67401 Phone : 785-827-0385 Fax : 1-785-827-2307 Russ Sharff	N	0
126	San Juan Basin Technical College PO Box 970 Cortez, Colorado 81321 Phone : (970) 565-8457 Email : tcorona@sjbtc.edu Tony Corona	N	0
127	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : www.sbe.org/jobline.html Email : kjones@sbe.org Fax : (317) 846-9120 Scott Jones	N	0
128	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : (317) 927-8000 Url : www.spj.org/careers_jobpost.asp Email : questions@spj.org Fax : 1-317-920-4789 Director of Placement	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
129	St. Joseph's College 278 Whites Bridge Road Standish, Maine Phone : 855-7524636 Email : wyates@sjcme.edu Bill Yates	N	0
130	Tabor College 400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3121 Email : daneenl@tabor.edu Fax : 1-620-947-2607 Daneen Landis	N	0
131	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : NA Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0
132	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Board Manual Posting	N	0
133	University of Arizona, Journalism Department 1130 E. Helen Street Tucson, Arizona Phone : 520-621-2165 Email : klgnle@gmail.com Karen Gianelli	N	0
134	University of Arkansas- Little Rock 2801 S University Ave Little Rock, Arkansas 72204 Phone : 501-569-3000 Fax : 1-501-569-8156 University of Arkansas- Little Rock University of Arkansas - Little Rock	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
135	University of Colorado 3100 Marine Street Boulder, Colorado 80303 Phone : 303-492-6301 Url : http://www.colorado.edu/ Ann Herrmann Manual Posting	N	1
136	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0
137	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Email : Christine.Mahoney@Colorado.EDU Fax : 1-303-492-0969 Christine Mahoney	Y	0
138	University of Colorado Denver Tivoli Student Union Suite 267 Denver, Colorado 80202 Phone : 303-556-2250 Url : http://www.ucdenver.edu/life/services/careercenter Jonne Kraning Manual Posting	N	0
139	University of Kansas 1130 Capitol Federal Hall 1654 Naismith Dr Lawrence, Kansas 66045 Phone : 785-864-5591 Email : kubuscareer@ku.edu Career Services	N	0
140	University of Kansas School of Mass Communications 200 Stauffer - Flint Hall Lawrence, Kansas, Kansas 66045-2350 Phone : 785-864-4755 Email : pnoland@ku.edu Fax : 1-785-864-5318 Patty Noland	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
141	UNIVERSITY OF KS CAREER & EMPLOYMENT SERVICES 110 BURGE UNION 1601 IRVING HILL RD. LAWRENCE, Kansas 66045 Phone : 785-864-3624 Email : lcaldwell@ku.edu Fax : 1-785-864-4572 Ann Hartley	N	0
142	University of Missouri- Columbia no listing Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 University of Missouri- Columbia University of Missouri- Columbia	N	0
143	University of Missouri- Rolla no listing Rolla, Missouri 65401 Phone : 573-341-4114 Fax : 1-573-341-6306 University of Missouri- Rolla University of Missouri- Rolla	N	0
144	University of Missouri- St. Louis 8001 Natural Bridge Rd St. Louis, Missouri 63121 Phone : 314-516-5000 Fax : 1-314-516-5378 University of Missouri- St. Louis University of Missouri- St. Louis	N	0
145	University of Missouri-Kansas City 5100 Rockhill Road Kansas City, Missouri 64110 Phone : 816-235-1228 Fax : 1-816-235-5515 Kelly Limpic	N	0
146	University of Nebraska at Kearney 2504 9th Avenue Kearney, Nebraska 68849 Phone : 308-865-8441 Joni Weed Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
147	University of Nebraska, Omaha 6001 Dodge Street Omaha, Nebraska Phone : 402-554-2800 Email : hreilly@unomaha.edu Hugh Reilly	N	0
148	University of Northern Colorado Career Services Campus Box 58 Greeley, Colorado Phone : (970) 351-2127 Career Services Manual Posting	N	0
149	University of the Ozarks 415 College Ave Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu University of the Ozarks University of the Ozarks	N	0
150	University of Wyoming 1000 E. University Avenue Laramie, Wyoming 82071 Phone : 308-865-8441 Elise Verily Manual Posting	N	0
151	Unknown Referral Source	N	1
152	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : mhancock@denverurbanleague.org Rod Cowherd	N	0
153	Walter Cronkite School of Journalism & Mass Communications 555 N. Central Ave Phoenix, Arizona Phone : 855-278-5080 Email : Mike.wong@asu.edu Michael Wong	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
154	Washburn University 1700 Sw College Topeka, Kansas 66621 Phone : 785-670-1836 Url : washburnu.edu Email : anna.walker@washburn.edu Anna Walker	N	0
155	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-6900 Fax : 1-314-968-7112 Webster University Webster University	N	0
156	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5226 Fax : 1-573-592-5227 Carl Marriott	N	0
157	Wichita Eagle Newspaper 330 N. Mead Street Wichita, Kansas 67202 Phone : 316-268-6400 Url : https://www.kansas.com/customer-service/Classified Services Manual Posting	N	0
158	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-3435 Email : career.services@wichita.edu Fax : 1-316-978-3511 Jill Pletcher	N	0
159	William Woods University no listing Fulton , Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 William Woods University William Woods University	N	0
160	Word of Mouth Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
161	Work in Entertainment, LLC 7010 E. Chauncey Lane Suite 115 Phoenix, Arizona 85054 Phone : 408-779-4798 Job Posting Announcements Manual Posting	N	0
162	Workforce Development Center 1300 N Plum Hutchinson, Kansas 67501 Phone : (620) 665-3559 Url : www.hutchcc.edu/bandi/wdc_index.htm Email : robertsk@hutchcc.edu Fax : (620) 728-8161 Kathy Roberts	N	0
163	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			69

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/1/2019	Listing of each upper-level category opening in a job bank or newsletter	We utilize Colorado Broadcasters Association Career Page for job postings. The CBA is a paid membership service for the Broadcast Community that provides services and resources to broadcasters in the Colorado Area.	1	Business Operations Manager

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2	1/1/2019	Establishment of an intern program designed to assist members of the community	<p>The following educational institutions continued participation in our Radio & Television internship program with CSU Pueblo, Metro State College, CU Boulder, CU Colorado Springs, UNC, Aims Community College, Arapahoe Community College, Community College Aurora, Community College of Denver, Emily Griffith, CSU Ft. Collins, Front Range Community College, Pikes Peak CC, Red Rocks CC, Colorado Media School, Art Institute of Colorado.</p> <p>The stations Internship Program provides opportunities for college students to obtain hands on experience in broadcast TV News, Creative Services and Radio. The program information is retained on file by 18 colleges and universities in Colorado with a letter asking that the information be made available to students who might be looking at a career in the communications industry.</p> <p>We hosted 4 interns in 2019:</p> <p>Wendy Mercado – Metropolitan State University – January 7, 2019 - May 11, 2019</p> <p>Yahaira Hernandez-Lopez – Metropolitan State University – January 7, 2019 - May 11, 2019 (2nd Internship)</p> <p>Brenda Vasquez – Metropolitan State University – January 7, 2019 to May 11, 2019</p> <p>Tony Almanza - Metropolitan State University - February 5th, 2019 to May 18, 2019</p>	3	News Director Creative Services Producer Radio Promotions Manager
3	5/6/2019	Listing of each upper-level category opening in a job bank or newsletter	Listed Posting for Radio Engineer with The Society of Broadcast Engineers which is designated for members of Broadcast Media	1	Business Operations Manager

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4	5/13/2019	Participation in Job Fairs	Entravision's Radio/TV stations participated in the Colorado Broadcasters Association's Job Fair which was held from 5/13-5/17/19.	1	Business Operations Manager
5	8/6/2019	Co Sponsoring Job Fair	Entravision Denver co-sponsored the 2019 Annual Diversity Employment Day Career Fair held on August 6, 2019 at Renaissance Denver Stapleton Hotel	2	Station Manager Business Operations Manager
6	11/13/2019	Participation in Job Fairs	Entravision's Radio/TV stations participated in the Colorado Broadcasters Association's Job Fair which was held from 11/4/19-11/8/19.	1	Business Operations Manager
7	11/19/2019	Provision of training to management	2019 Training for Business Operations Manager on updated EEO Policies and Processes as they relate to the FCC EEO documentation rules.	1	Business Operations Manager
8	11/26/2019	Listing of each upper-level category opening in a job bank or newsletter	Listed News Anchor position with The Colorado Broadcasters Association which is designated for Broadcast Media Groups	1	Business Operations Manager