

KWCH, KBSD, KBSH, KBSL, KSCW
EEO PUBLIC FILE REPORT
February 1, 2020 – January 31, 2021¹

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
Digital Producer	1-20, 22-24, 26-34, 36-38, 40, 41, 43-54	1
Anchor/Multi-Media Journalist	1-20, 22-24, 26-34, 36-38, 40, 41, 43-54	2
Multi-Media Journalist	1-20, 22-24, 26-34, 36-38, 40, 41, 43-54	2
Regional Multi-Media Journalist	1-20, 22-24, 26-34, 36-38, 40, 41, 43-54	1
Account Executive – Hays	1-20, 22-24, 26-34, 36-38, 40, 41, 43-54	1
Digital Account Executive	1-20, 22-24, 26-34, 36-38, 40, 41, 43-54	1

¹ This EEO Public File Report was edited in April 2021 to address reporting discrepancies.

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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	Referrals - Current employee/Former Employee/Non-Employee	No	5
2	Station Website KWCH.com	No	3
3	Gray Television Gray.tv/applynow	No	2
4	Barton Community College 245 NE 30 th Road, Great Bend, KS 67530 jacobsju@bartonccc.edu	No	
5	Bethel College 300 E. 27 th St, North Newton, KS 67117 marla@bethelks.edu	No	
6	Breakthrough Club 1010 North Main Street, Wichita, KS 67203 info@btcwichita.com	No	
7	Broadcast Center 2630 Hampton Ave, St. Louis, MO 63139 placement@broadcastcenterinfo.com	No	
8	Butler County Community College 901 S. Haverhill Road, El Dorado, KS 67042 mspoon@butlercc.edu ; johman@butlercc.edu ; achaneyprofi@butlercc.edu	No	
9	Central Michigan University, Brdcast.&Cinematic Arts Dept. 340 Moore Hall, Mt. Pleasant, MI 48859 bca@cmich.edu	No	
10	Cerebral Palsey Research Foundation 5111 East 31 st Street N., Wichita, KS 67208 lindao@cprf.org	No	
11	Coffeyville Community College (Kelli Bauer) 400 W. 11 th Street, Coffeyville, KS 67337 kellib@coffeyville.edu	No	
12	Colby Community College 1255 S. Range Ave, Colby, KS 67701 patty.mead@colbycc.edu	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Dodge City Community College 700 Avenue G, Dodge City, KS 67801 hr@dc3.edu	No	
14	Fort Hays State University, Career Services 600 Park Street, Hays, KS 67601 careers@fhsu.edu	No	
15	Friends University 2100 W. University Ave, Wichita, KS 67213 career@friends.edu	No	
16	Garden City Community College 801 N. Campus Drive, Garden City, KS 67846 colin.lamb@gcccks.edu	No	
17	Goodland Northwest Kansas Technical College tiffini.unger@nwktc.edu	No	
18	Hutchinson Community College, Placement Office 1300 N. Plum St., Hutchinson, KS 67501 admissions@hutchcc.edu	No	
19	KETCH – Employer Support Services P. O. Box 518, Wichita, KS. 67201 lfrost@ketch.org	No	
20	KSU College of Technology & Aviation 2310 Centennial Road, Salina, KS 67401 smethers@ksu.edu	No	
21	Leadership Institute 1101 North Highland Street, Arlington, VA 22201 bwoodward@limail.us	No	
22	MediaLine P. O. Box 51909, Pacific Grove, CA 93950-6909 rich@medialine.com	No	
23	Ottawa University 1001 South Cedar St, Ottawa, KS 66067 teresa.kriley@ottawa.edu	No	
24	Pittsburg State University 1701 South Broadway, Pittsburg, KS 66762 dhogard@pittstate.edu	No	
25	Salina Area Technical School 2562 Centennial Road, Salina, KS 67401 Amanda.foust@salinatech.edu	No	
26	Senior Employment Services 200 S. Walnut Street, Wichita, KS 67213 cheriew@seniorservicesofwichita.org	No	
27	SER – Jobs for Progress, Inc. 1020 N. Main – Suite B, Wichita, KS 67203 receptionist@sercorp.com	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Tabor College 400 South Jefferson, Hillsboro, KS 67063 admissions@tabor.edu	No	
29	Urban League of Wichita 2418 E. 9 th Street North, Wichita, KS 67214 ebiles@kansasul.org & plipsey@kansasul.org	No	
30	Wichita State University, Elliott School of Communication 1845 Fairmount-Campus Box 57, Wichita, KS 67260 amy.devault@wichita.edu	No	
31	Wichita Technical Institute 2051 S. Meridian, Wichita, KS 67213 jranney@wti.edu	No	
32	WSU Media Resource Center 1845 Fairmount-Campus Box 57, Wichita, KS 67260 greg.matthias@wichita.edu	No	
33	Washburn University 1700 SW College Ave, Topeka, KS 66621 career-services@washburn.edu https://www.myinterfase.com/washburn/employer	No	
34	Michaels Media (On-Air positions) Michael Bille – 813-254-9695 bille@michaelsmedia.com	No	
35	Colorado State University 711 Oval Dr, Fort Collins, CO 80521 career_employers@mail.colostate.edu	No	
36	Wichita State University https://app.joinhandshake.com/login	No	
37	Wichita Workforce Development Center 150 N. Main – Suite 100, Wichita, KS 67202 kansasworks.com * wichitajobs@kansasworks.com	No	
38	University of Oklahoma 120 David L Boren Blvd, Norman, OK 73072 dbarnhill@ou.edu & ksawyer@ou.edu	No	
39	KAB Jobs website kab.net/jobbank/JobSearchSummary.asp www.kab.net	No	
40	INDEED www.indeed.com	No	9
41	Entravision – KDCU Website alabrie@entravision.com	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	DODGE CITY/FORD COUNTY DEVELOPMENT CORPORATION PO BOX 818 • DODGE CITY, KS 67801 http://www.dodgecityhasjobs.com/contact-us/submit-a-job-listing	No	
43	Sterling College 525 North 8 th St, Sterling, KS 67579 tehresman@sterling.edu	No	
44	Mid-America All Indian Center 650 N. Seneca, Wichita, KS 67203 mconine@wichita.gov	No	
45	Nat'l Association of Hispanic Journalists Kevin Olivas kolivas@nahj.org & nahj@nahj.org	No	
46	Kansas University 1450 Jayhawk Blvd., Lawrence, KS steve_rottinghaus@ku.edu ; kucareer@ku.edu	No	
47	Walk-in/Self-Referral	No	
48	On-air announcements – on one or more stations	No	
49	Internal Candidate/Promotion	No	1
50	Linkedin.com	No	
51	YouTube	No	
52	Talent Agency	No	
53	Facebook	No	
54	Unknown (interviewee did not specify a referral source)	No	
			20

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	<p>On March 4, 2020, the Tabor College Science Methods Class toured the station to learn about operations. The tour was led by our Promotions Producer.</p> <p>On March 6, 2020, local high school USD 444's Journalism Class toured the station to learn about operations. The tour was led by our Promotions Producer.</p>
2	EEO Management Training	<p>From July 9 to August 6, 2020, our General Manager and News Director participated in a training series titled "Foundations in Diversity, Equity and Inclusion" from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them; how to identify and avoid implicit bias and microaggression in media; how to champion equity and inclusion; handling conflict; how to avoid common faux pas made regarding gendered language, race, class and ability; and how to apologize effectively.</p> <p>On November 19, 2020, our Business Manager participated in a webinar on the FCC's EEO Rules and Regulations presented by Joan Stewart of Wiley Rein LLP.</p>
3	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	<p>Beginning in September 2020, we partnered with the Work Force Alliance of South Central Kansas to feature jobs available in the local community. During our newscasts, our news anchors discussed open positions including the job requirements, responsibilities, and how to apply.</p>