

KWCH, KBSD, KBSHL, KSCW
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-48	2
MMJ	1-48	47
Evening Anchor	1-48	47
Regional MMJ	1-48	1
Photographer	1-48	36
MMJ/Producer	1-48	1
Meteorologist	1-48	47
Producer	1-48	36
Photographer	1-48	3
AM Digital Producer	1-48	36
TMP	1-48	36
AM Producer	1-48	1
Producer	1-48	36
Producer	1-48	1
Sales Assistant	1-48	1
Sales Assistant	1-48	36
MMJ	1-48	3
Producer	1-48	3

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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	<i>NO</i>	<i>14</i>
2	Station Website KWCH.com,kscw.com	No	1
3	Gray Television Gray.tv/applynow	No	5
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 m spoon@butlercc.edu & johman@butlercc.edu	No	1
9	Central Michigan University, Brdcst.&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	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Colby Community College 1255 S. Range Ave, Colby, KS 67701 patty.mead@colbycc.edu	No	
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	Ottawa University 1001 South Cedar St, Ottawa, KS 66067 career@ottawa.edu	No	
22	Pittsburg State University 1701 South Broadway, Pittsburg, KS 66762 dhogard@pittstate.edu & hbusch@pittstate.edu	No	
23	Senior Employment Services 200 S. Walnut Street, Wichita, KS 67213 cheriew@seniorservicesofwichita.org	No	
24	SER – Jobs for Progress, Inc. 1020 N. Main – Suite B, Wichita, KS 67203 receptionist@sercorp.com	No	
25	Tabor College 400 South Jefferson, Hillsboro, KS 67063 admissions@tabor.edu	No	
26	Urban League of Wichita 2418 E. 9 th Street North, Wichita, KS 67214 frankie.kirkendoll@kansasul.org	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Wichita State University, Elliott School of Communication 1845 Fairmount-Campus Box 57, Wichita, KS 67260 amy.devault@wichita.edu	No	
28	Wichita Technical Institute 2051 S. Meridian, Wichita, KS 67213 athompson@wti.edu	No	
29	WSU Media Resource Center 1845 Fairmount-Campus Box 57, Wichita, KS 67260 greg.matthias@wichita.edu	No	
30	Washburn University 1700 SW College Ave, Topeka, KS 66621 career-services@washburn.edu	No	
31	Michaels Media (On-Air positions) Michael Bille – 813-254-9695 bille@michaelsmedia.com	No	
32	https://app.joinhandshake.com/login	No	1
33	Wichita Workforce Development Center 150 N. Main – Suite 100, Wichita, KS 67202 kansasworks.com* wichitajobs@kansasworks.com	No	
34	University of Oklahoma 120 David L Boren Blvd, Norman, OK 73072 meteorologyjobs@ou.edu & ksawyer@ou.edu	No	
35	KAB Jobs website kab.net/jobbank/JobSearchSummary.asp www.kab.net	No	
36	INDEED www.indeed.com	No	19
37	Entravision – KDCU Website tmeyer@entravision.com	No	
38	Sterling College 525 North 8 th St, Sterling, KS 67579 career@sterling.edu	No	
39	Mid-America All Indian Center 650 N. Seneca, Wichita, KS 67203 mconline@wichita.gov & ncastellanos@indiancouncil.net	No	
40	Nat'l Association of Hispanic Journalists nahj@nahj.org	No	
41	Kansas University 1450 Jayhawk Blvd., Lawrence, KS steve_rottinghaus@ku.edu ; kucareer@ku.edu	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Walk-in	No	4
43	On-air – on one or more stations	No	
44	Internal Hire/Promotion	No	
45	Linkedin.com	No	2
46	YouTube	No	
47	Talent Agency	No	3
48	Unknown	No	
			50

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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 (1)	On June 15, 2021, Derby Public Schools 4 th & 5 th Grade Summer Camp did a virtual tour of the station learn about operations. Tour was led by our Anchor.
2	Participate in Job Fair (7)	<p>On March 8, 2021, 10am-11am our General Sales Manager participated in the Bethel College in Newton, KS to the Advertising Class, gave a lecture on sales, fees, ratings and negotiations.</p> <p>On March 31, 2021, 11a-1230p our Chief Photographer participated in Wichita State University/Elliott School of Communication, critiqued 6 student's new packages. (virtual)</p> <p>April 8,2021 our MMJ/Anchor participated in the KAB Student Seminar round table 230p-330p hosted via Remo (virtual)</p> <p>April 8,2021 our News Director participated in the KAB Career Fair 345p - 445p hosted via Remo (virtual)</p> <p>August 11, 2021, 10a-1130a our Chief Photographer participated in the Wichita State University Electronic Media Class critiqued 9 student videos and answered questions.</p> <p>October 4, 2021, 11a-2p our News Director and Creative Services Manager participated in the Butler Community College Career Fair at the El Dorado campus.</p> <p>October 4, 2021, 1045a – 1145a our Executive Producer and MMJ/Anchor participated in the KAB Seminar "The What and Why of Diversity and Inclusion" at the KAB Convention at the Wichita Marriott, Wichita,</p>

		<p>KS</p> <p>October 20, 2021, 11a-4p our Creative Services Manager participated in the Full Sail University Virtual Career Fair.</p>
3	Internship Program	<p>During the reporting year, the station hosted two interns. One worked in the News Department/Sports was supervised by either an Executive Producer or Multi Media Journalist. The duties include contributing and researching story ideas, updating website content, scheduling, and booking guest, writing stories, and editing video. One worked in the News Department/Weather was supervised by the Chief Meteorologist. The duties include prepare weather graphics, weather forecast, and learn various industry software.</p>
4	Scholarship Program	<p>April 5- May 1, 2021, KAB Scholarship Program. Donate \$300 toward scholarship, aired :30 promotional campaign, Posted application link to kwch.com - https://kab.net/resources/scholarships/.</p>