

PBS Kansas Public Television
(formerly KPTS)

February 2021 through January 2022

FCC EEO Public File Report

The FCC's Equal Employment Opportunity regulations emphasize broad outreach and recruitment. The following EEO information is designed to assist and illustrate that PBS Kansas Public Television is in compliance with the Commission's current EEO rules, policies, and record-keeping requirements.

- Full time jobs filled
- List of recruitment sources used to fill each vacancy
- Recruitment sources contact information
- Yearly totals
- Outreach initiatives

Full Time Jobs Filled

February 2020 through January 2021

Job Title	Recruitment source used to advertise	Number Interviewed	Recruitment source referring hired candidate	Interviews per Recruitment Source	Employment Date
Broadcast Ops Assistant	KPTS website, Spider Jobs, Email BOT/Staff/CAB, Posted in hallway, Handshake, Facebook, Twitter, Instagram, CPB, tvjobs.com, LinkedIn, Indeed/Jobsearch	1	Referral	1 (Referral)	6/14/21
Assistant Program Director	KPTS website, Spider Jobs, Email BOT/Staff/CAB, Posted in hallway, Handshake, Facebook, Twitter, Instagram, CPB, tvjobs.com, Indeed/Jobsearch	2	Jobsearch	1 (Indeed) 1 (Jobsearch)	7/1/21
Executive Assistant	KPTS website, Spider Jobs, Email BOT/Staff/CAB, Posted in hallway, Handshake, Facebook, Twitter, Instagram, CPB, tvjobs.com, Indeed/Jobsearch	3	Indeed	2 (Indeed) 1 (Jobsearch)	6/14/21
Manager, IT &	KPTS website, Spider Jobs, Posted in hallway,	1	Referral	1 (Referral)	10/10/22

Broadcast Technology	Facebook, Twitter, Instagram, CPB, tvjobs.com, LinkedIn, Indeed/Jobsearch				
Director of Education	KPTS website, Spider Jobs, Posted in hallway, Facebook, Twitter, Instagram, CPB, tvjobs.com, LinkedIn, Indeed/Jobsearch	3	Referral	2 (Indeed) 1 (Referral)	11/8/21
IT Technician	KPTS Website, Facebook, Twitter, Instagram, Indeed/Jobsearch	2	Indeed	2 (Indeed)	10/25/21
Broadcast Ops Assistant	KPTS Website, Facebook, Twitter, Instagram, Indeed/Jobsearch, CPB, tvjobs.com, LinkedIn	2	Referral	1 (Indeed) 1 (Referral)	1/4/22
Special Events Manager	KPTS website, Spider Jobs, Email BOT/Staff/CAB, Posted in hallway, Handshake, Facebook, Twitter, Instagram, CPB, tvjobs.com, LinkedIn, Indeed/Jobsearch	3	Jobsearch	2 (Indeed) 1 (Jobsearch)	1/4/22

Resource List

- Indeed
- PBS Kansas in-house posting (email sent to staff, and posted in hallway)
- PBS Kansas website (kpts.org) and social media
- Handshake
- E-Mail
- Walk-in
- Friend/Referral

Job Posting Websites

- Indeed (indeed.com)
- PBS Kansas (kpts.org)
- Jobsearch
- Facebook.com
- Tvjobs.com
- Spiderjobs.com
- LinkedIn.com

Recruitment Source Email List

(None have requested to be Notified of Job Postings)

- Cherie Wenderott Shields – Senior Services, Inc. – cheriew@seniorservicesofwichita.org
- Tammy Carrell – KETCH – tcarrell@ketch.org
- Ruth Ann Bolen, J.O.B.S., LLC – ruthannbolen@gmail.com
- Faith Community Church – office@fccwichita.org
- LaChalle Shay, JUMP (Jobs U Make Possible) Co-Owner/President, 550 S. Oliver, Wichita, KS 67201 – lachalle.shay@gmail.com
- Linda Oxford, Director of Job Placement, CPRF (Cerebral Palsy Research Foundation), 5111 E. 21st St. North, Wichita, KS 67208 – lindao@cprf.org
- Anna R. Thomas, Department of Veteran Affairs, 5500 E. Kellogg, Wichita, KS 67218 – anna.thomas@va.gov

Outreach Initiatives

- PBS Kansas normally participates in local job fairs, however these efforts have been suspended due to COVID-19. We plan to resume these when possible.

Staff Educational Training Opportunities / Webinars

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

- 3/26/21 - The Roots of Anti-Asian Hate in America: A conversation (J. Keller)
- 4/12/21 – Equal Employment Opportunity Course – Center for Management Development (N. Witte)
- (Various Dates) – Preventing Harassment and Discrimination Training (Staff)

Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

- 2/3/21 – Nielsen Webinar (B. Stewart)
- 5/2/21 - Certification in Human Resource Management – Center for Management Development (N. Witte)

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

In January 2020, PBS Kansas Channel 8 created a 20-hour-per week, paid digital intern position to work with our Director of Marketing and Promotion to expand our social medial capacity. So far we've had three interns. The first graduated from Wichita State

University in May 2020 and went on to work as an reporter at KSN Channel 3. Our second intern worked from May 2020 – Sept. 2021 when she took a digital marketing position at Keycentrix a pharmaceutical web design company. Our third intern is graduating and finishing her internship in May 2022. We have used our digital intern to help manage our presence on three social media platforms – Facebook, Twitter and Instagram. In additional to social media, both Batman and Dill worked on a student-led, 3-minute, weekly promo called Weekly Scroll which was only used on our social platforms to promote PBS shows relevant to 20 somethings!

Other Training Initiatives

- 11/8/21 - Developing Your Value Message for PBS Kids Early Childhood Education Investment (L. Woolf)
- 5/19/21 - Bridging the Divide Between Digital Outreach and Membership (T. Ball)
- 10/21/21 - Environmental Education Grants (PBS) (B. Stewart)

Total Number of Applicants Interviewed: 17

**Total Number Referred by Each Recruitment
Source:**

Organization	Address	Contact	Phone	Number of Referrals	Number Interviewed
Kpts.org	Online	Arlene Williams	316-838-3090	1	0
Indeed	Online	Phil Searle	-	204	13
Spider Jobs	Online	Nicole Witte	-	0	0
JobSearch	Online	Nicole Witte	-	9	4
Handshake	Online	Nicole Witte	-	0	0
E-Mail	Online	Phil Searle	316-838-3090	0	0
Friend/Personal Referral	None	Phil Searle	316-838-3090	2	0
Social Media	None	Jennifer Keller	316-838-3090	0	0
CPB	Online	Nicole Witte	-	0	0
Tvjobs.com	Online	Nicole Witte	-	0	0