

**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/1/16-1/31/17**

**I. VACANCY LIST**

See **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</b>
Morning Producer	1-11,14,15,18,21,22,34-37,40-42	35
Total Media Producer	1-11,14,15,18,21,22,34-37,40-42	4
Producer	1-11, 14,15,18,21,22,34-37,40-42	35
Multi-Media Journalist	1-11,14,15,18,21,22,33-37,40-42	35
Multi-Media Journalist	1-11,14,15,18,21,22,33-37,40-42	35
Morning Show Anchor	1-11,14,15,18,21,22,33-37,40-42	36
Producer	1-11,14,15,18,21,22,34-37,40-42	35
Multi-Media Journalist	1-11, 14,15,18,21,22,33-37,40-42	35

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Baker University Attn: Paula Shaver /New/Susan Wade 618 Eighth Street Baldwin City, KS 66006 785-594-8435	No	0
2	Emporia State University Attn: Vicki Kaplan/New/June Coleman-Hull 1200 Commercial Street Emporia, KS 66801 620-341-5407	Yes	0
3	Fort Hays State University Attn: Daniel Rice/New/Ann Killebrew 600 Park Street Hays, KS 67601 785-628-4260	No	0
4	Kansas State University Attn: James Wood or Gloria Freeland/New/Jennifer Brantley 100 Holtz Hall Manhattan, KS 66506 785-532-6506	Yes	1
5	Pittsburg State University Attn: B. B. Stotts/New David Hogard 1701 S. Broadway Pittsburg, KS 66762 620-235-4140	No	0
6	University of Kansas Steven Rottinghaus 1502 Iowa Street Lawrence, KS 66045 785-864-7672	Yes	0
7	Washburn University Attn: Jim Gourley/New/Kent McAnally 1700 SW College Ave. Topeka, KS 66621 785-670-1938	Yes	0
8	Allen County Community College Attn: Bill Swinney/New Denice Stahl 1801 N. Cottonwood Iola, KS 66749 620-365-5116 ext 299	Yes	0

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9	Johnson County Community College Attn: <a href="mailto:cgard@jccc.edu">cgard@jccc.edu</a> 12345 College Blvd. Overland Park, KS 66210 913-469-8500 ext 3635	Yes	0
10	Kansas City Kansas Community College Attn: Linda Wyatt 7250 State Ave. Kansas City, KS 66112 913-334-1100	Yes	0
11	Butler County Community College Attn: Lance Hayes Changed to Loretta Patterson on 06/18/08/Vicki Long 901 S Haverhill Rd El Dorado, KS 67042 316-322-3152	No	0
12	DeVry University – Kansas City Campus Attn: Gerry Ellis 500 East 112 <sup>th</sup> St Kansas City, MO 64131 816-221-1300	No	0
13	Dodge City Community College Attn: John Ewy/New Renee Simon 2501 N 14 <sup>th</sup> St Dodge City, KS 67801 620-227-9399 (rsimon@dc3.edu)	No	0
14	Pratt Community College Attn: Dennis Angle Changed to Amy Jackson as of 1/11/11 348 NE SR 61 Pratt, KS 67124 620-672-5641 ext 139	Yes	0
15	Gray Television Station Group WSAW-TV Attn: Jane Ploeger/New Dottie Boudreau 1114 Grand Avenue Wausau, WI 54403 (715) 845-4211 <a href="mailto:jploeger@wsaw.com">jploeger@wsaw.com</a> /dottie.boudreau@gray.tv <i>Source sends postings to other Gray stations.</i>	No	0

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16	National Association of Broadcasters Attn: Karen L. Hunter Employment Clearinghouse 1771 N Street, NW Washington, DC 20036 202-429-5498	No	0
17	Nat'l Society of Professional Journalists Attn: Julie Grimes 3909 N. Meridian Street Indianapolis, IN 46208-4045 317-927-8000 ext 216	No	0
18	AARP of Kansas Attn: Janet Clearwater 555 S. Kansas Ave Suite 201 Topeka, KS 66603 866-448-3619	Yes	0
19	Asian American Journalists Association Attn: Rene Astudillo 1182 Market Street Suite 320 San Francisco, CA 94102 415-346-2051	No	0
20	Audio Engineering Society 60 E. 42 <sup>nd</sup> St. Room 2520 New York, NY 10165-2520 212-661-8528	No	0
21	KS Association of Broadcasters Attn: Harriet Lang/New/Kent Cornish 1916 SW Sieben Ct. Topeka, KS 66611 785-235-1307 <i>Source posts jobs on the Internet.</i>	No	0
22	Fort Riley ACAP Center Attn: De Ann Parsons Building 210 Room 006 Fort Riley, KS 66491 785-240-0360	No	0
23	No Longer Available	No	0

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24	American Advertising Federation Attn: Tina Neal 1101 Vermont Ave, NW Suite 500 Washington, DC 20005-6306 202-898-0089	No	0
25	Topeka Advertising Federation Heather Newell/New/Jennifer Haugh PO Box 1251 Topeka, KS 66601 785-582-4000	No	0
26	<i>Topeka Capital Journal</i> Attn: Heather Armstrong 616 SE Jefferson Topeka, KS 66607 785-295-1122	No	0
27	<i>Lawrence Journal World</i> Attn: Mark Kearn 609 New Hampshire Lawrence, KS 66044 785-843-1000	No	0
28	<i>Kansas City Star</i> Attn: Katie Middleton 1729 Grand Blvd. Kansas City, MO 64108 816-234-4000	No	0
29	Spots 'N' Dots Attn: Alice Riehl 167 Oakdale Road Johnson City, NY 13790 888-884-2630 <a href="http://www.spotsndots.com">www.spotsndots.com</a>	No	0
30	<i>Broadcasting &amp; Cable</i> Attn: Yuki Atsumi 360 Park Ave South 14 <sup>th</sup> floor New York, NY, 10010 646-746-6949 <a href="mailto:yatsumi@reedbusiness.com">yatsumi@reedbusiness.com</a>	No	0
31	<i>Television Week</i> Attn: Eric Chasko 6500 Wilshire Blvd Suite 2300 Los Angeles, CA 90048 323-370-2415	No	0

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32	MediaLine Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 706-364-7564 <a href="http://www.medialine.com">www.medialine.com</a>	No	0
33	TVJobs Attn: Mark C. Holloway Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800-374-0119 <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	0
34	Walk-In Candidate	No	0
35	WIBW Staff Referral	No	7
36	WIBW Internal Candidate	No	1
37	Station Website: <a href="http://www.wibw.com">www.wibw.com</a>	No	0
38	Northwestern University Medill School of Journalism 1845 Sheridan Rd. Evanston, IL Desiree Hanford (847) 467-7930	No	0
39	Society of Broadcast Engineers Holly Essex 9102 North Meridian St., Suite 150 Indianapolis, IN 46260 (317) 846-9000	No	0
40	Wichita State University Frankie Brown 1845 Fairmount Wichita, KS 67260 (316) 978-3456	No	0
41	University of Missouri Phou Sengsavanh/New Craig Benson 76 Gannett Hall Columbia, MO 65211 (573) 882-0373	No	0
42	Nebraska College Recruiting Consortium/Hastings College Kimberly Graviette 710 N Turner Ave. Hastings, NE 68901 (402) 461-7387	Yes	0

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TOTAL NUMBER OF INTERVIEWS OVER A 12 MONTH PERIOD			9

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	WIBW-TV actively participates with local and surrounding universities to provide internships to students interested in future employment in broadcasting. Students receive academic credit for their work. Our station hosted 3 interns in the News department from the following schools: Washburn University, Kansas State University, and Topeka Seaman High School.
2	Participate other activities designed by the station employment unit reasonably in calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	<p>WIBW-TV has an on-going policy of giving station tours to individuals and groups interested in the day-to-day operation of a television station and careers in the broadcast industry:</p> <ol style="list-style-type: none"> <li>1. On January 26th, a group of students from a Mass Media class at Shawnee Heights High School toured the station.</li> <li>2. On January 28<sup>th</sup>, a group of students from a Production class at Junction City Middle School toured the station.</li> </ol>

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<b>3</b>	Participate in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	<p>WIBW-TV has an on-going policy of allowing students from area schools and universities to job shadow station personnel, giving students the opportunity to learn about careers in broadcasting:</p> <ol style="list-style-type: none"> <li>1. On March 15<sup>th</sup>, a student from Silver Lake High School shadowed a reporter.</li> <li>2. On April 15<sup>th</sup>, a student from Mission Valley High School shadowed a photographer.</li> <li>3. On November 9<sup>th</sup>, a student from Mission Valley High School shadowed an anchor/reporter.</li> </ol>
<b>4</b>	Participate in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<ol style="list-style-type: none"> <li>1. On February 23<sup>rd</sup>, our News Director spoke to a journalism class at the University of Kansas about education and the hiring process used at WIBW-TV.</li> <li>2. On April 5<sup>th</sup>, our General Manager participated in a Student Seminar and Career Fair at Emporia State University. He addressed the question: What's Ahead in the Job Market?</li> <li>3. On May 4<sup>th</sup>, a meteorologist participated in a Career Fair at Royal Valley High School.</li> <li>4. On May 13<sup>th</sup>, an anchor participated in a "Mock City" with students from Auburn, KS. He assisted students in running a "TV Station" to help them understand what it takes to succeed in the broadcasting industry.</li> </ol>
<b>5</b>	Participate in at least 4 job fairs. Station personnel who have substantial responsibility in making hiring decisions must be involved in such activities.	<ol style="list-style-type: none"> <li>1. On February 17<sup>th</sup>, our General Manager and an anchor attended a Career Fair sponsored by Washburn University.</li> <li>2. On March 1<sup>st</sup>, our News Director attended a Career Fair sponsored by Kansas State University.</li> <li>3. On March 2<sup>nd</sup>, our News Director attended a Career Fair sponsored by the University of Kansas</li> <li>4. On November 1<sup>st</sup>, our News Director attended a Career Fair sponsored by the University of Kansas.</li> </ol>