

KWCH, KBSD, KBSH, KBSL, KSCW
EEO PUBLIC FILE REPORT
February 1, 2017 – January 31, 2018

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
News Director	1-58	58
KBSD Bilingual MM Journalist	1-56,58	43
KBSH Multi Media Journalist	1-56, 58	42
MMJ/Anchor	1-56, 58	43
Anchor/Reporter	1-56, 58	43
Bilingual Anchor/Producer	1-56,58	58
Producer	1-56, 58	2
Multi Media Journalist	1-56, 58	2
Digital Producer	1-56, 58	36
Morning Executive Producer	1-56, 58	58
Morning Anchor/Reporter	1-56, 58	43
Local Sales Manager	1-56, 58	58
Account Executive	1-56, 58	1
Account Executive	1-56, 58	55
Account Executive-KBSD	1-56, 58	1
Producer	1-56, 58,59	59

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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>	8
2	Station Website KWCH.com,kscw.com	No	11
3	Gray Television Gray.tv/applynow	No	8
4	Barton Community College 245 NE 30th Road, Great Bend, KS 67530 dietzj@bartonccc.edu	No	
5	Bethel College 300 E. 27th 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	Brown Mackie 2106 South 9th St, Salina, KS 67401 khays@brownmackie.edu	No	
9	Butler County Community College 901 S. Haverhill Road, El Dorado, KS 67042 dhogard@pittstate.edu	No	
10	Central Michigan University, Brdcst.&Cinematic Arts Dept. 340 Moore Hall, Mt. Pleasant, MI 48859 bca@cmich.edu	No	
11	Cerebral Palsey Research Foundation 5111 East 31st Street N., Wichita, KS 67208 lindao@cprf.org	No	
12	Coffeyville Community College (Kelli Bauer) 400 W. 11th 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
13	Colby Community College 1255 S. Range Ave, Colby, KS 67701 rod.thomasson@colbycc.edu	No	
14	Dodge City Community College 700 Avenue G, Dodge City, KS 67801 hr@dc3.edu	No	
15	Fort Hays State University, Career Services 600 Park Street, Hays, KS 67601 careers@fhsu.edu	No	
16	Fort Hays State University, INT Department 600 Park Street, Hays, KS 67601 careers@fhsu.edu	No	
17	Friends University 2100 W. University Ave, Wichita, KS 67213 bross@friends.edu	No	
18	Garden City Community College 801 N. Campus Drive, Garden City, KS 67846 colin.lamb@gcccks.edu	No	
19	Goodland Northwest Kansas Technical College tiffini.unger@nwktc.edu	No	
20	Hutchinson Community College, Placement Office 1300 N. Plum St., Hutchinson, KS 67501 admissions@hutchcc.edu	No	
21	KETCH - Employer Support Services P. O. Box 518, Wichita, KS. 67201 mredelman@ketch.org	No	
22	KSU College of Technology & Aviation 2310 Centennial Road, Salina, KS 67401 mjmorgan@ksu.edu	No	
23	Leadership Institute 1101 North Highland Street, Arlington, VA 22201 Psimpson@leadershipinstitute.org	No	
24	MediaLine P. O. Box 51909, Pacific Grove, CA 93950-6909 rich@medialine.com	No	
25	Ottawa University 1001 South Cedar St, Ottawa, KS 66067 Shannon.dyer@ottawa.edu	No	
26	Pittsburg State University 1701 South Broadway, Pittsburg, KS 66762 dhogard@pittstate.edu	No	
27	Salina Area Technical School 2562 Centennial Road, Salina, KS 67401 Amanda.foust@salinatech.edu	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Senior Employment Services 200 S. Walnut Street, Wichita, KS 67213 cheriew@seniorservicesofwichita.org	No	
29	SER - Jobs for Progress, Inc. 1020 N. Main - Suite B, Wichita, KS 67203 receptionist@sercorp.com	No	
30	Tabor College 400 South Jefferson, Hillsboro, KS 67063 admissions@tabor.edu	No	
31	Urban League of Wichita 2418 E. 9th Street North, Wichita, KS 67214 ebiles@kansasul.org	No	
32	Urban League of Wichita 2418 E. 9th Street North, Wichita, KS 67214 plipse@kansasul.org	No	
33	Vatterott College 3639 N. Comotara, Wichita, KS 67226 angie.thompson@vatterott.edu	No	
34	Wichita State University, Elliott School of Communication 1845 Fairmount-Campus Box 57, Wichita, KS 67260 amy.devault@wichita.edu	No	
35	Wichita Technical Institute 2051 S. Meridian, Wichita, KS 67213 jranney@wti.edu	No	
36	WSU Media Resource Center 1845 Fairmount-Campus Box 57, Wichita, KS 67260 greg.matthias@wichita.edu	No	1
37	Michaels Media (On-Air positions) Michael Bille - 813-254-9695 bille@michaelsmedia.com	No	
38	Colorado State University 711 Oval Dr, Fort Collins, CO 80521 career_employers@mail.colostate.edu https://app.joinhandshake.com/login	No	
39	Wichita State University https://app.joinhandshake.com/login	No	
40	Washburn University 1700 SW College Ave, Topeka, KS 66621 career-services@washburn.edu https://www.myinterfase.com/washburn/employer	No	
41	Iowa State https://cyhire.iastate.edu/employers/	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	KAB Jobs website kab.net/jobbank/JobSearchSummary.asp www.kab.net	No	1
43	TvJobs tvjobs.com www.tvjobs.com	No	8
44	CareerPage website National Alliance of State Broadcasters Associations careerpage.org www.careerpage.org	No	
45	INDEED www.indeed.com	No	9
46	Entravision - KDCU Website alabrie@entravision.com	No	
47	DODGE CITY/FORD COUNTY DEVELOPMENT CORPORATION PO BOX 818 • DODGE CITY, KS 67801 http://www.dodgecityhasjobs.com/contact-us/submit-a-job-listing	No	
48	On-air - KWCH-TV, KSCW,KDCU,NWCH	No	
49	Walk-in	No	
50	Monster.com	No	
51	YouTube.com	No	
52	Wichita Workforce Development Center 150 N. Main - Suite 100, Wichita, KS 67202 kansasworks.com * wichitajobs@kansasworks.com	No	
53	Mid-America All Indian Center 650 N. Seneca, Wichita, KS 67203 mfelix@wichita.gov	No	
54	Nat'l Association of Hispanic Journalists Kevin Olivas kolivas@nahj.org ; nahj@nahj.org	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	Linkedin.com	No	3
56	Sterling College 525 North 8th St, Sterling, KS 67579 lpardon@sterling.edu	No	
57	Unknown	No	1
58	Internal Hire/Promotion	No	5
59	University of Central Oklahoma	No	1
			56

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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 (13)	<p>On April 19, 2017, our investigative reporter participated in the Career Day at Fairfield High School in Langdon KS</p> <p>On March 3, 2017 Buhler High School Journalism students (6) toured the station to learn about operations. Tour was led by our Promotions Producer.</p> <p>On March 24 Meade High School students (36) toured the station to learn about operations. Tour was led by our Promotions Producer.</p> <p>On November 20, 2017 Rose Hill High School Broadcast students (25) toured the station to learn about operations. Tour was led by our Promotions Producer.</p> <p>On December 6, 2017 Hillsboro High School Journalism students (15) toured the station to learn about operations. Tour was led by our Promotions Producer.</p> <p>On December 12, 2017 one student from Pratt High School toured the station operations. Tour was led by Promotions Producer. The students shadowed the Promotions Producer and News Producer</p> <p>On June 15, 2017 Kansas Kids @ Gear Up (15) toured the station to learn about operations. Tour was led by our Promotions Producer.</p> <p>On November 29, 2017 A Andale High Marketing student and the student's advisor toured the station to learn about operations. Tour was led by our Promotions Producer.</p> <p>On May 6, 2017 KWCH Top of the Class</p>

		<p>Recognition students (150) from surrounding Kansas high schools visited the station. Our Evening Anchor and a student from WSU College talked to the students about college and broadcasting.</p> <p>On November 1, 2017 our Meteorologist participated in the Nickerson High School Career Fair (75)</p> <p>On December 5, 2017 Our Evening Anchor and Commercial Producer participated in the Valley Center High School Media Panel</p> <p>On January 12, 2018 Nickerson High Video Production students (30) toured the station to learn about operations. Tour was led by our Promotions Producer.</p> <p>On January 17, 2018 Nickerson High Video Production students (30) toured the station to learn about operations. Tour was led by our Promotions Producer.</p>
2	Participate in Job Fair	<p>On March 1, 2017, our News Director, Managing Editor, and Digital Content Manager participated in the Kansas Association of Broadcasters Student Job Fair at the Ramada downtown Hotel and Convention Center Topeka KS</p>
3	Internship Program	<p>During this reporting year, the station hosted four interns. All worked in the News Department and were supervised by either an Executive Producer or Multi media Journalist. The duties include contributing and researching story ideas, updating website content, scheduling and booking quest, writing stories and editing video.</p>