

**WIBW(AM), WIBW-FM, KTPK(FM), KSAJ-FM
EEO PUBLIC FILE REPORT
February 1, 2019-January 31, 2020**

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	1-4, 8-9, 11-21	4
Account Executive	1-4, 8-9, 11-21	2
Promotion Coordinator	1-4, 8-9, 11-21	4

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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	Alpha Media Careers Website www.alphamediausa.com/careers	N	2
2	Indeed Website www.indeed.com	N	6
3	Kansas Association of Broadcasters 1916 SW Sieben Court Topeka, Kansas 66611 Phone: 785-235-1307 www.kab.net	N	0
4	Employee Referral	N	5
5	Non-Employee Referral	N	0
6	Internal Transfer/Promotion	N	0
7	Walk-In/Self-Referral	N	0
8	On-Air Announcements (<i>one or more SEU stations</i>)	N	3
9	Premier Employment Solutions 2813 SW Wanamaker Road Topeka, Kansas 66614 785-273-9944	N	1
10	Sportscasters Talent Agency of America (STAA) www.staatalent.com	N	0
11	Lawrence Workforce Center Career Services 2540 Iowa, Suite R Lawrence, Kansas 66045 785-840-9675	N	0
12	Topeka Workforce Center Contact: Eric Flowers 1430 SW Topeka Boulevard Topeka, Kansas 66612 785-235-5627	N	0
13	NAACP 501 SE Jefferson, Suite 31 Topeka, Kansas 66607 Naactopeka1@att.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Washburn University Contact: Judy Smith 1700 SW College Avenue, Morgan Hall 122 Topeka, Kansas 66621 www.myinterfase.com/washburn/job.aspx	N	0
15	Kansas State University Contact: Rachel Ward Bishop 100 Holtz Hall Manhattan, Kansas 66506-1701 http://www.kstateedu/ces/employers/cesaccount.htm	N	0
16	Kansas University Career Services Contact: Liz Caldwell 110 Bridge Union Lawrence, Kansas 66045 https://kucsm.symplicity.com/employers/index.php	N	0
17	Baker University Contact: Kelly Burns PO Box 65 Baldwin City, Kansas 66606 http://www.collegecentral.com/bakeru	N	0
18	Emporia State University 1200 Commercial Emporia, Kansas 66801 Phone: 620-341-1200 www.emporia.edu/career	N	0
19	Wichita State University 1845 Fairmont Wichita, Kansas 67260 316-978-3456 www.wichita.edu/career	N	0
20	Hutchison Community College Contact: Betty Ann Kelly 1300 N. Plum Hutchison, Kansas 67501 620-665-3500	N	0
21	Colby Community College/KTCC FM Contact: Doug Johnson 1255 S. Range Avenue Colby, Kansas 67701 785-462-3984	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in scholarship program	Our SEU's Farm Broadcaster serves on the Board of Directors of the National Association of Farm Broadcasters Foundation. The Foundation provides annual scholarships to aid promising students interested in broadcasting with their pursuits of higher education. The Foundation's board members screen the applications received, determine which college students will be interviewed, conducts interviews of the finalists and awards the scholarships. As a board member, our Farm Broadcaster was involved in this process during the reporting period.
2	Participate in events/programs sponsored by or on behalf of a professional organization relating to careers in broadcasting	On May 7, 2019, our Sports Director and Sports Anchor Co-Host spoke at the Kansas Association of Broadcasters sports seminar held in Kansas City on the topic of sports talk hosting. Later that day, they hosted a two-hour roundtable discussion with students and fellow broadcasters from Kansas and Missouri addressing careers in sports talk hosting.
3	Participate in event/program as well as job fair sponsored by or on behalf of a professional organization relating to careers in broadcasting	On April 2, 2019, our SEU participated in the Kansas Association of Broadcasters Student Seminar & Job Fair in Lawrence, KS. The event was targeted to college as well as high school students in order to share information about radio broadcasting as a profession, trends in the industry, and what employers are looking for in a candidate's resume. Our SEU hosted a booth at the job fair. In addition, our Chief Engineer and Sports Director participated in roundtable discussions with the students regarding radio broadcasting as a profession.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 13, 2019, our SEU participated in the “Washburn University Spring Career Fair,” which took place on its campus. Our Business Manager and Business Assistant met with students and shared information about radio broadcasting as a profession, trends in the industry, and what employers are looking for in a candidate's resume
5	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 28, 2019, our SEU participated in the “Media and Communications Career Meet-Up,” which took place on the campus of Kansas State University. This networking event, which was set up to create conversation spaces, brought employers and students together to facilitate connections in the advertising, digital media, journalism, and public relations fields. Our Sales Director and Senior Sales Executive were in attendance.
6	Management-level training regarding equal employment opportunity and preventing discrimination	In August & September 2019, our Market and Business Managers, Chief Engineer as well as our Ag, Sales, Sports and News Directors participated in ThinkHR training programs provided by Alpha Media entitled, “Bullying and Violence in the Workplace” and “Workplace Harassment Prevention for Managers.”