

KRBB, KTHR, KZCH, KZSN
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
Sales Assistant	1-4, 6, 8-13, 15, 17-42, 44-45	13
Market President	1-4, 6-12, 15, 17-20, 22-26, 28-35, 38-42, 44	7
Account Executive	1-4, 6, 8-13, 15-20, 22-26, 29-35, 37-42, 44	13
Promotions Director	1-4, 6, 8-12, 15, 18, 20, 22-26, 29-44	43
Sales Assistant	1-5, 8-15, 20, 22, 24-27, 30-35, 37-42, 44	13

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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	602 Communications 6839 Charter Hills Road Charlotte, North Carolina 28277 Email : gnewell@602communications.com graphic, production, and promotion jobs only N/a	Y	0
2	Black College Radio na na, Kansas Email : bcrmail@aol.com na na	Y	0
3	Cloud County Community College 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Email : bhanson@cloud.edu Brenda Hanson	Y	0
4	CPRF/School of Adaptive Computer Training 5111 E. 21st N. Wichita, Kansas 67208 Fax : 1-316-688-5687 Linda Oxford	Y	0
5	Direct Employer (<i>association distributing job postings to state and/or local job banks</i>) 7602 Woodland Drive Suite 200 Indianapolis, Indiana 46278 Url : www.directemployers.org. Erica Franck Manual Posting	N	0
6	Dodge City Community College 2501 N. 14th St. Dodge City, Kansas 67801 Phone : 620-227-9369 Email : ereyes@dc3.edu Elisha Reyes	N	0
7	Employee Referral	N	1
8	Episcopal Social Services 1005 E. 2nd St. N. Wichita, Kansas 67214 Fax : 1-316-269-3550 Harry McAdam	Y	0

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9	Fort Hays State University 600 Park St. Hays, Kansas 67601 Phone : 785-628-4260 Email : careers@fhsu.edu Daniel Rice	Y	0
10	Friends University 2100 W. University Ave Wichita, Kansas 67213 Phone : 316-295-5885 Url : friends-csm-symplicity.com Danielle Frideres Manual Posting	Y	0
11	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
12	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
13	Indeed.com - Not Directly Contacted by SEU	N	7
14	Internal Posting	N	1
15	Kansas Assoc. of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : 785-235-1307 Email : kent@kab.net Kent Cornish	Y	0
16	Kansas State University Manhattan, Kansas Url : k-state.edu Email : ces@k-state.edu Fax : 1-785-532-6802 Career Services	N	0

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17	KBCU-FM Bethel College 300 E. 27th St. N. Newton, Kansas 67117 Email : webeditor@bethelks.edu Tim Buller	N	0
18	Ketch Employment Services 1006 E. Waterman Wichita, Kansas 67211 Fax : 1-316-383-8715 Lisa Webb	Y	0
19	KS Professional Communicators Kansas Email : Teresa.Veazey@wichita.edu Teresa Veazey	N	0
20	KS Wesleyan University 100 E. Claflin Ave. Salina, Kansas 67401 Fax : 1-785-827-0927 Career Services	Y	0
21	LinkedIn - Not directly contacted by SEU	N	2
22	LSI Staffing Agency 350 S. Emporia Wichita, Kansas Fax : 1-316-262-0765 na na	N	0
23	McPherson College 1600 E. Euclid McPherson, Kansas 67460 Phone : 800-365-7402 Email : sawyerk@mcpherson.edu Katie Sawyer	N	0
24	National Assoc of Broadcasters 1771 N. Street NW Washington, District of Columbia 20036 Email : nab@nab.org Karen Hunter	Y	0

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25	Nationsjob.com 601 SW 9th St. Suites J&K Des Moines, Iowa 50309 Phone : 888-526-5967 Email : customerservice@nationjob.com Fax : 1-515-243-5384 Bill Melton	Y	0
26	Ohio Ctr for Broadcasting 9000 Sweet Valley Dr. Valley View, Ohio 44125 Phone : 2162424342 Email : jhardy@beonair.com Fax : 1-216-642-9232 Gary James	Y	0
27	On Air Announcements - (one or more SEU stations) 9323 E 37th St. N Wichita, Kansas Erica Franck Manual Posting	N	0
28	Pittsburgh State University 1701 S. Broadway Pittsburg, Kansas 66762 Phone : 620-235-7000 Email : dhogard@pittstate.edu Career Services	N	0
29	Salina Journal Newspaper 333 S. 4th Street Salina, Kansas 67401 Email : webmaster@salina.com na na	N	0
30	Senior Services 200 S. Walnut Wichita, Kansas 67213 Phone : 316-267-1771 Email : cheriew@seniorservicesofwichita.org C. Wenderott	Y	0
31	SER Corporation 1020 N. Main Suite B Wichita, Kansas 67203 Phone : 316-264-5372 Fax : 1-316-264-0194 Career Services	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Sterling College PO Box 98 Sterling, Kansas 67579 Phone : 620-278-2173 Email : ktroyer@sterling.edu Fax : 1-620-278-4414 Herb Albertson	Y	0
33	Tabor College Wichita 7348 W. 21st St. Suite 117 Wichita, Kansas 67205 Email : learn@tabor.edu Fax : 1-316-773-5436 Kalyn Nethcot	Y	0
34	Topeka Workforce Center 1430 SW Topeka Blvd Topeka, Kansas 66612 Email : topekajobs@kansasworks.com Fax : 1-785-233-5899 Career Services	Y	0
35	University of Kansas 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7630 Email : steve_rottinghaus@ku.edu Steve Rottinghaus	Y	0
36	Unknown (source not adequately identified upon inquiry by SEU)	N	2
37	Urban League of Wichita 2418 E. 9th St N Wichita, Kansas 67214 Phone : 316-262-2463 Fax : 1-316-262-8841 Lori Dennis	Y	0
38	Washburn University 1700 College Topeka, Kansas 66621 Email : career-services@washburn.edu Judy Smith	N	0

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39	Wichita Career Development Office 444 E. William Wichita, Kansas 67202 Phone : 316-462-3775 Email : tterry@wichita.gov T Terry	Y	0
40	Wichita State University 1845 Fairmount St. Wichita, Kansas 67260 Url : careers.wichita.edu Email : eric.wilson@wichita.edu Career Services	N	0
41	Wichita Technical Institute 2051 S. Meridian Wichita, Kansas 67213 Fax : 1-316-943-5438 Jeff Ranney	N	0
42	Wichita Workforce Alliance 2021 N Amidon Ave #1100 Wichita, Kansas 67203 Phone : 316-771-6800 Email : jobs@workforce-ks.com Career Center	Y	0
43	Word of Mouth Referral	N	1
44	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
45	YWCA Employment & Resource 1111 N. St. Francis Wichita, Kansas 67201 Phone : 316-263-7501 Fax : 1-316-263-7503 Joan Hartig	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/26/2019	Establishment of training programs for station personnel	During June 2019, our SEU's Production Director trained a part-time Promotion Assistant on the skills needed to succeed in production. This program included job shadowing training throughout the month of June that focused on maximizing the Promotion Assistant's career development to be able to work in the production department.	2	PRODUCTION DIRECTOR PT PROMOTIONS
2	9/16/2019	Establishment of training programs for station personnel	During September 2019, our SEU's Production Director cross-trained a Program Director in the skills needed to succeed in production. The program included several job shadow days and focused on topics such as production procedures & priorities, handling traffic issues, running audio reports, and addressing promotions issues. The training was designed to maximize the Program Director's knowledge and skills to be able to work in production.	2	PRODUCTION DIRECTOR PROGRAM DIRECTOR
3	9/30/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted students from Wichita State University's Upward Bound Program for a station tour and informational session. Employees discussed opportunities and careers in broadcasting. Students toured the building and were able to watch demonstrations in the production and talent departments.	2	PROMOTIONS DIRECTOR SALES MANAGER
4	10/7/2019	Establishment of training programs for station personnel	During October 2019, our SEU's Promotions Director trained our Part-Time Receptionist on the skills needed to succeed in promotions through job shadowing and ride-alongs. The program focused on teaching how to engineer remotes, assist with live events, troubleshoot remote broadcasting software, and run promotions.	2	PROMOTIONS DIRECTOR RECEPTIONIST