

KBSD-DT, KBSH-DT, KBSL-DT, KSCW-DT, KWCH-DT
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
Meteorologist/MMJ	1, 5, 18, 21, 25, 29-30	18
MMJ	2, 4-9, 11, 13-18, 20-28, 33-40, 42-46	25
MMJ	2, 4-9, 11-18, 20-28, 33-46	41
MMJ	2, 4-9, 11-18, 20-28, 33-46	18
News Director	1, 5, 10, 12, 18, 21, 25, 29-31	18
NEWS PRODUCER (PRIMARY) - KWCH	2-9, 11-24, 26-28, 33-40, 42-45, 48	12
SENIOR PROMOTIONS PRODUCER - KWCH/KSCW	2-11, 13-18, 20-28, 33-40, 42-45, 48	25
RECEPTIONIST/SALES ASSISTANT - KWCH	2, 4-9, 11, 13-24, 26-28, 32-40, 42-45, 47-48	32
NEWS PRODUCER (PRIMARY) - KWCH	2, 4-9, 11, 13-24, 26-28, 33-40, 42-45, 48	21
MULTIMEDIA JOURNALIST - KWCH (Wichita, KS)	2, 4-9, 11, 13-28, 33-40, 42-45, 48	25
NEWS PRODUCER (PRIMARY) - KWCH	2, 4-9, 11-24, 26-28, 33-40, 42-45, 48	21
SALES ASSISTANT - KWCH	2, 4-9, 11, 13-24, 26-28, 33-40, 42-45, 48	21
SALES ASSISTANT - KWCH	2, 4-9, 11, 13-24, 26-28, 33-40, 42-45, 48	21
NEWS PRODUCER (PRIMARY) - KWCH	2, 4-9, 11, 13-24, 26-28, 33-40, 42-44, 48	18

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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	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
2	Barton Community College 245 NE 30th Road Great Bend, Kansas 67530 Phone : 620-792-9349 Email : jacobsju@bartonccc.edu Judy Jacobs	N	0
3	Bethel College 300 E. 27th St North Newton, Kansas 67117 Phone : 316-283-2500 Email : careerservices@bethelks.edu Janet Fulmer	N	0
4	Butler County Community College 901 S. Haverhill Road El Dorado, Kansas 67042 Phone : 316-322-3294 Email : achaneyprofi@butlercc.edu Aletra Chaney-Profit	N	0
5	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
6	Central Michigan University 340 Moore Hall Mt. Pleasant, Michigan 48859 Phone : 989-774-7346 Email : bca@cmich.edu Llara Granger	N	0
7	Cerebral Palsey Research Foundation 5111 East 31st Street N. Wichita, Kansas 67208 Phone : 316-688-1888 Email : nblomberg@cprf.org Nick Blomberg	N	0

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8	Coffeyville Community College 400 W. 11th Street Coffeyville, Kansas 67337 Phone : 620-251-7700 Email : kellib@coffeyville.edu Kelli Bauer	N	0
9	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Email : patty.mead@colbycc.edu Patty Mead	N	0
10	Current Employee	N	3
11	Dodge City Community College 2501 N 14th Ave Dodge City, Kansas 67801 Phone : 620-225-1321 Email : chuff@dc3.edu Courtney Huff	N	0
12	Employee Referral	N	4
13	Entravision 1907 Mile High Stadium Cr Denver, Colorado 80204 Phone : 303-265-0695 Email : tmeyer@entravision.com Tonya Meyer	N	0
14	Fort Hays State University Career Services 600 Park Street Hays, Kansas 67601 Phone : 785-628-4260 Email : careers@fhsu.edu Annie Gerber	N	0
15	Friends University 2100 W. University Ave Wichita, Kansas 67213 Phone : 316-295-5000 Email : career@friends.edu N/A N/A	N	0

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16	Garden City Community College 801 N. Campus Drive Garden City, Kansas 67846 Phone : 620-276-7611 Email : hr@gcccks.edu Kellee Munoz	N	0
17	Goodland Northwest Kansas Technical College 1209 Harrison Ave Goodland, Kansas 67735 Phone : 800-316-4127 Email : kelly.james@nwktc.edu Kelly James	N	0
18	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	7
19	HandShake , Kansas Url : https://app.joinhandshake.com/login N/A N/A Manual Posting	N	0
20	Hutchinson Community College Placement Office 1300 N. Plum St Hutchinson, Kansas 67501 Phone : 620-665-3500 Email : admissions@hutchcc.edu Career Placement	N	0
21	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	12
22	Kansas University 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7630 Url : https://journalism.ku.edu/jobs-internships-0 Email : steve_rottinghaus@ku.edu Steve Rottinghaus	N	0

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23	Kansas University 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-4517 Url : http://hirejayhawks.com Email : kucareer@ku.edu Ann Hartley	N	0
24	KSU College of Technology & Aviation 2310 Centennial Road Salina, Kansas 67401 Phone : 785-826-2640 Email : smethers@ksu.edu Steven Smethers	N	0
25	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	5
26	Mid-America All Indian Center 650 N. Seneca Wichita, Kansas 67203 Phone : 316-350-3340 Email : mconine@wichita.gov Michelle Conine	N	0
27	Mid-America All Indian Center 650 N. Seneca Wichita, Kansas 67203 Phone : 316-350-3340 Email : ncastellanos@indiancouncil.net N/A N/A	N	0
28	Nat'l Association of Hispanic Journalists 1050 Connecticut Ave NW 5th Floor Washington, District of Columbia 20036 Phone : 866-624-5674 Email : nahj@nahj.org Kevin Olivas	N	0
29	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0

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30	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	0
31	Native American Journalists Association 395 W. Lindsey Street Norman, Oklahoma 73019 Url : https://najanewsroom.com/ Diversity Posting Manual Posting	N	0
32	Other Source	N	1
33	Ottawa University 1001 South Cedar St Ottawa, Kansas 66067 Phone : 855-774-7713 Email : career@ottawa.edu N/A N/A	N	0
34	Pittsburg State University 1701 South Broadway Pittsburg, Kansas 66762 Phone : 620-235-4143 Url : https://careers.pittstate.edu/employers/gorillas-h Email : careers@pittstate.edu Kim Hull	N	0
35	Senior Employment Services 200 S. Walnut Street Wichita, Kansas 67213 Phone : 316-267-1771 Url : http://seniorservicesofwichita.org Email : cheriew@seniorservicesofwichita.org Cherie Shields	N	0
36	SER – Jobs for Progress, Inc 1020 N. Main Suite B Wichita, Kansas 67203 Phone : 316-264-5372 Email : receptionist@sercorp.com Erick Lujan-Hernandez	N	0

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37	Sterling College 525 North 8th St Sterling, Kansas 67579 Phone : 620-278-2173 Email : career@sterling.edu N/A N/A	N	0
38	Tabor College 400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3187 Email : admissions@tabor.edu N/A N/A	N	0
39	University of Oklahoma 120 David L Boren Blvd Norman, Oklahoma 73072 Phone : 405-651-2601 Email : meteorologyjobs@ou.edu N/A N/A	N	0
40	University of Oklahoma 121 David L Boren Blvd Norman, Oklahoma 73072 Phone : 405-651-2601 Email : ksawyer@ou.edu Kathy Sawyer	N	0
41	Unknown (source not adequately identified upon inquiry by SEU)	N	1
42	Urban League of Wichita 2418 E. 9th Street North Wichita, Kansas 67214 Phone : 316-262-2463 Email : frankie.kirkendoll@kansasul.org Frankie Kirkendoll	N	0
43	Washburn University 1700 SW College Ave Topeka, Kansas 66621 Phone : 785-670-1450 Email : career-services@washburn.edu Kent McAnally	N	0

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44	Wichita State University, Elliott School of Communication 1845 Fairmount-Campus Box 57 Wichita, Kansas 67260 Phone : 316-978-3185 Email : amy.devault@wichita.edu Amy Devault	N	0
45	Wichita Technical Institute 2051 S. Meridian Wichita, Kansas 67213 Phone : 316-347-8707 Email : tsanchez@wti.edu Brandon Beckner	N	0
46	Wichita Workforce Development Center 150 N. Main Suite 100 Wichita, Kansas 67202 Phone : 316-771-6800 Url : http://kansasworks.com Email : wichitajobs@kansasworks.com N/A N/A	N	0
47	WSU Media Resource Center 1845 Fairmount-Campus Box 57 Wichita, Kansas 67260 Email : greg.matthias@wichita.edu Greg Matthias	N	0
48	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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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	Ongoing Event	Participation in events sponsored by organizations representing the community	Ongoing: Continue to partner with Work Force Alliance of South-Central Kansas to feature jobs available in the local community. During our newscasts, our news anchors discuss the open positions including the job requirements, responsibilities and how to apply. Segment airs M-F 5am Newscast on KWCH as well as M-F 4pm Newscast on KWCH and KSCW.	2	Morning Anchor Daytime Anchor
2	2/16/2023	Provision of training to management	On February 16, 2023, our General Manager participated in the KAB webinar on the FCC's EEO Rules and Regulations, presented by David Oxenford with Wilkinson Barker Knauer LLP law firm in Washington DC.	1	General Manager
3	3/2/2023	Participation in Job Fairs	On March 2, 2023 10a-3p Our News Director and Assignment Editor participated in the KU Journalism Career Fair at the Stauffer-Flint Hall on the Lawrence campus.	2	News Director Assignment Editor
4	3/24/2023	Participation in Job Fairs	On March 24, 2023, 10a-2p our Assignment Editor and Weekend Producer participated in the Southwestern College Career Expo at the Stewart Fieldhouse.	2	Assignment Editor News Producer/weekend
5	4/12/2023	Participation in events or programs sponsored by educational institutions	On Wednesday April 12 from 10am to 1pm, KWCH Digital News Supervisor and the Assignmnet Editor spoke at Langson University to two of their Journalism classes.	2	Assignment Editor Digital News Supervisor
6	6/5/2023	Establishment of an intern program designed to assist members of the community	June 5 to August 10 the Creative Services department had an intern from University of Arkansas who was supervised by the Creative Service Manager. She worked closely with Creative Service team on coordinatending the KWCH 70th Anniversay fun day, wrote scripts promoting the event, as well as web stories.	1	Creative Services Mgr

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7	6/8/2023	Establishment of an intern program designed to assist members of the community	June 8 to August 12, 2023, the Newsroom hosted an intern from Kansas University. Who worked in the News Department was supervised by Assignment Editor. The duties include contributing and researching story ideas, updating website content, scheduling, writing stories, and editing video.	1	Assignment Editor
8	9/6/2023	Participation in events or programs sponsored by educational institutions	On September 6, 2023, 1050 -1150am our News Manager Assistant participated in giving a lecture at Bethel College Life Enrichment.	1	News Manager Assisang
9	9/11/2023	Establishment of an intern program designed to assist members of the community	September 11, 2023 to December 22, 2023, the Newsroom hosted an intern from Wichita State University. Who worked in the News Department was supervised by Assignment Editor. The duties include contributing and researching story ideas, updating website content, scheduling, writing stories, and editing video.	1	Assignment Editor
10	9/19/2023	Participation in events or programs sponsored by educational institutions	On Tuesday, September 19, 2023 2-4p our Chief Photographer, gave a lecture at Wichita State University Elliott School of Communications "Video Storytelling class	1	Chief Photographer
11	10/19/2023	Participation in Job Fairs	On October 19, 2023, 10a-3p our News Director and Assignment Editor participated in the Kansas University School of Journalism at the William Allen Fieldhouse.	2	News Director Assignment Editor
12	10/27/2023	Participation in events or programs sponsored by educational institutions	On Friday, October 26 8a-855a at Butler Community College with the Advertising Slaes class our General Sales Manager lectored the students on spot and digital media advertising.	1	General Sales Mgr