

FCC EEO Public File Report

Station: KWCH-TV / KBSD-TV / KBSH-TV / KBSL-TV
KSCW-TV 7-20-07 through 1-31-08

Period Covered by Report: 2/1/07 through 1/31/08

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source	Number Interviewed	Number Hired	Recruitment Source for Hire
1	KWCH Account Executive	8/17/2006	9/11/2007	See sections 1 and 2 of Recruitment Sources attached.	3	1	KWCH.com website
2	Night Assignment Editor	8/25/2006	2/29/2007	See sections 1 and 2 of Recruitment Sources attached.	1	1	KWCH.com website/intercompany transfer/current employee
3	KBSH Videographer	8/30/2006	5/21/2007	See sections 1 and 2 of Recruitment Sources attached.	2	1	Internet
4	KBSH Local Sales Manager	12/15/2006	5/7/2007	See sections 1 and 2 of Recruitment Sources attached.	3	1	Employee Referral
5	Reporter	1/24/2007	3/6/2007	See sections 1 and 2 of Recruitment Sources attached.	2	1	Unsolicited mail-in
6	KBSD Account Executive	1/30/2007	5/21/2007	See sections 1 and 2 of Recruitment Sources attached.	3	1	KWCH.com website
7	KBSD Reporter/Photojournalist	1/30/2007	4/23/2007	See sections 1 and 2 of Recruitment Sources attached.	1	1	Internet - TvJobs
8	KBSL Account Executive	2/7/2007	8/15/2007	See sections 1 and 2 of Recruitment Sources attached.	2	1	Employee Referral
9	Sales Assistant	3/6/2007	5/7/2007	See sections 1 and 2 of Recruitment Sources attached.	7	1	Word of mouth
10	KWCH Account Executive	3/7/2007	3/26/2007	See sections 1 and 2 of Recruitment Sources attached.	6	1	Word of mouth
11	KBSH Production Tech	4/2/2007	5/21/2007	See sections 1 and 2 of Recruitment Sources attached.	1	1	Employee Referral
12	Web Producer	4/27/2007	6/4/2007	See sections 1 and 2 of Recruitment Sources attached.	2	1	Word of mouth
13	Managing Web Editor	4/27/2007	6/15/2007	See sections 1 and 2 of Recruitment Sources attached.	2	1	Word of mouth
14	Topical Promotoin Producer/Writer	5/2/2007	8/1/2007	See sections 1 and 2 of Recruitment Sources attached.	5	1	Internet - TvJobs
15	Web Coordinator	5/2/2007	7/20/2007	See sections 1 and 2 of Recruitment Sources attached.	7	1	Employee Referral
16	KBSD Account Executive	7/3/2007	8/20/2007	See sections 1 and 2 of Recruitment Sources attached.	1	1	Employee Referral
17	Sr. Maintenance Engineer	7/26/2007	11/19/2007	See sections 1 and 2 of Recruitment Sources attached.	1	1	Employee Referral
18	KSCW Account Executive	7/30/2007	8/6/2007	See sections 1 and 2 of Recruitment Sources attached.	4	1	Employee Referral
19	KSCW Account Executive	10/26/2007	12/3/2007	See sections 1 and 2 of Recruitment Sources attached.	3	1	Employee Referral
20	KSCW News Producer	11/1/2007	12/17/2007	See sections 1 and 2 of Recruitment Sources attached.	1	1	Intercompany Transfer/Current employee
					57	20	

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Recruitment Sources Contacted for Each Full-Time Vacancy

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Section 1

No.	Recruitment Source	Address	Contact	Telephone #	Total Interviewed	Entitled to Notification	Specific Jobs - by Position # sent to these sources
2	KWCHH websites				15		Positions 1 thru 17
3	Employee Referrals/Current employees/Former Employee				21	N	Positions 1 thru 17
4	Other (friends: word of mouth; walk-in; unsolicited mail-in)				9	N	
5	Unknown (applicant did not indicate referral source)				4	N	
6	Wichita Workforce Development Center	150 N. Main - Suite 100, Wichita, KS 67202	Carolyn Muscular	316-771-6828	0	N	Positions 1 thru 17
7	Mid-America All Indian Center	650 N. Serexa, Wichita, KS 67203	Andrea Walters/Sheb-Boyer	316-262-5321	0	N	Positions 1 thru 17
8	KEICH - Employer Support Services	P. O. Box 518, Wichita, KS. 67201	Shaina Gustick	316-337-7238	0	N	Positions 1 thru 17
9	Senior Employment Services	200 S. Walnut Street, Wichita, KS 67213	Cherie Wendrott	316-267-1771	0	N	Positions 1 thru 17
10	The Leadership Institute	1101 North Highland Street, Arlington, VA 22201	Jim Crowell	1-800-827-5523	0	N	Positions 1 thru 17
11	RTNDA - Job Information Bulletin	1600 K Street, NW - Suite 700, Washington, D.C. 20006-2838	Nicole Newsome	202-659-6510	0	N	Positions 1 thru 17
12	SER - Jobs for Progress, Inc.	1020 N. Main - Suite B, Wichita, KS 67203	serocorks@hotmail.com	(316) 264-5372	0	N	Positions 1 thru 17
13	Media Line	P. O. Box 31909, Pacific Grove, CA 93950-6909	Mark Shilsione	1-800-237-8073	0	N	Positions 1 thru 17
14	The Entertainment Employment Journal	P. O. Box. 72599, Corpus Christi, TX 78472	G. Canhgal	(361) 986-0118	0	N	Positions 1 thru 17
15	WSU Media Resource Center	1845 Fairmount - Campus Box 57, Wichita, KS 67260-0057	Greg Mathias	(316) 978-7760	0	N	Positions 1 thru 17
16	Wichita Technical Institute	2051 S. Meridian, Wichita, KS 67213	Jeff Ranney	(316) 943-2241	0	N	Positions 1 thru 17
17	Burler County Community College	901 S. Haverhill Road, El Dorado, KS 67042	Connie Hendricks	(316) 322-3491	0	N	Positions 1 thru 17
18	Kansas State University, School of Journalism & Mass Comm.	105 Kedzie Hall, Manhattan, KS 66506	J. Steven Smethers	(785) 532-5786	0	N	Positions 1 thru 17
19	Wichita State University, Elliott School of Communication	1845 Fairmount - Campus Box 57, Wichita, KS 67260-0057	Kevin Ilager	(316) 978-6071	0	N	Positions 1 thru 17
20	Hutchinson Community College, Placement Office	1300 N. Plum St., Hutchinson, KS 67501	Betty Ann Kelly	(620) 665-3495	0	N	Positions 1 thru 17
21	Wichita State University, Cooperative Education	223 Grace Wilkie, Wichita, KS 67260-0143	Linda Matsen	(316) 978-6986	0	N	Positions 1 thru 17
22	The Art Institute of Colorado	1200 Linoda St., Denver, CO 80203	Erica Oliver	303-824-4769	0	N	Positions 1 thru 17
23	Fort Hays State University, INT Department	600 Park Street, Hays, KS 67601	Mark Barnister	785-628-5373	1	N	Positions 1 thru 17
24	University of Colorado at Boulder, Career Services/School of Journalism	1511 University Ave., 478 UCB, Boulder, CO 80309-0478	Beth Gackler	303-492-0460	0	N	Positions 1 thru 17
25	Salina Area Technical School	2562 Centennial Road, Salina, KS 67401	Greg Norris	785-306-3167	0	N	Positions 1 thru 17
26	KSTI College of Technology & Aviation	2310 Centennial Road, Salina, KS 67401	Lucy M. Crewell	785-826-2623	0	N	Positions 1 thru 17
27	Bidcast & Cinematic Arts Dept., Central Michigan University	340 Moore Hall, Mt. Pleasant, MI 48859	Dr. Peter B. Orlik	989-774-3851	0	N	Positions 1 thru 17
28	OU School of Meteorology	100 F. Boyd, Room 1310, Norman, OK 73019	Marisa Pullitto	405-325-6561	0	N	Positions 1 thru 17
29	Fort Hays State University, Career Services	600 Park Street, Hays, KS 67601	Daniel B. Rice, Director	785-628-4260	0	N	Positions 1 thru 17
30	Vatterott College	3639 N. Comdara, Wichita, KS 67226	Linda McClure	316-634-0066 - ext. 22	0	N	Positions 1 thru 17

Section 2

Section 2		Recruitment Source	Address	Contact	Telephone #	Total Interviewed	Entitled to Notification
No.							
1	KAB Jobs website	kab.net/jobbank/jobSearchSummary.asp				1	N
2	KAB Job Fair					0	N
4	Gracene Newel (newsletter)	602 Communications,3339 E Wickieup Lane,Phoenix,AZ 85050	Gracene Newell	602.455.4412		1	N
5	TvJobs	tvjobs.com				3	N
6	The Wichita Eagle	825 E. Douglas, Wichita, KS 67202				0	N
8	Natl' Association of Hispanic Journalists	www.nahj.org				0	N
9	On-air- KWCH-TV television ad	2815 E. 37th Street, North, Wichita, KS 67219	HR Coordinator			2	N
						55	
					TOTAL		

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Supplemental Recruitment Initiatives

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	1/17/07 - 5/17/07	Kansas State University Mentoring	KSU students being mentored	Weekly phone calls for two Kansas State University student to discuss class room assignments.	President & General Manager Joan Barrett and General Sales Manager Brian McDonough
2	2/4/07 - 5/2007	News Internship Program	Three Wichita State University students, two seniors, one junior, interning in News Department.	Interned in News Department for current semester and course credit. Went out with reporters and photographers on stories; learned how to write and produce stories; practiced being on air; worked with morning show producer, wrote items for the newscast and put segments of the show together.	News Department staff, reporters Alana Rocha, Rebecca Gannon, Linda Mares, Jim Grawe, Kimberly Hynes; producers Chris Durden, Rob Marin, Angela Smith.
3	2/14/2007	Harvey County Economic Development Council's Job Fair for High School Sophomores and Seniors from Newton, Hesston, Halstead, Sedgwick, and Burrton high schools.	Approximately 458 high school students attended this job fair to learn of career choices/ opportunities in the media and various other career options available to them in planning their career paths.	Program/Production Director spoke to groups of eight to ten students every 10 to 15 minutes as they moved through the job fair booths gathering information about available career options.	Program/Production Director, Laverne Goering.
4	2/14/2007	Wichita State University Shadow Student	Wichita State University Senior was a Shadow Student in the KWCH News Department.	Student learned about the website; went with a reporter on a story; watched photographer edit story.	Web Producer John Boyd, Reporter Cliff Judy, Photographer Bert Harry
5	3/1/2007	KU Journalism Career Fair	Providing information for/to prospective internship candidates.	Met with prospective internship candidates and answered any questions they asked; handed out applications.	Producer & Internship Coordinator Chris Durden
6	3/7/2007	Shadow Students	Augusta High School, August, Kansas students shadowing in KWCH News Department.	One Augusta High School Senior and one Junior student shadowed in the News Department. One shadowed an editor and one shadowed a reporter	Editor Stephen Brosius, Reporter Kim Hynes, Photographer George Taylor

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
7	3/14/2007	Shadow Students	Conway Springs High School, Conway Springs, Kansas - three junior high school students job shadowing in three separate departments.	Each student shadowed in the department of their interest. One in the News Department; one in the Production Department; one in the Sales Department. Each was partnered with the employee(s) in the respective department.	Employees: Reporter Kim Hynes, Photographer George Taylor; Director Phil Searle, TD's Eddie Gilmer and Tony Kucera
8	3/19 - 23/07	Shadow Student	Haven High School, Haven, Kansas senior student job shadowing in News Department for one week.	Student worked on stories, went with reporters on stories, watched the newscasts, learned about ENPS and editing stories	Reporters Cliff Judy, Linda Mares, and Jim Grawe
9	4/2/2007	KAB 2007 Student Broadcast Seminar	Provides high school and college students who have an interest in pursuing a broadcast career with a real world view of the industry and profession.	KWCH-TV staff members participated in panel discussions about their position in broadcasting and offering helpful advice to students interested in similar positions; hosted round table discussions responding to students questions about the industry.	President & General Manager Joan Barrett, News Director Michele Gors; Marketing/ Promotion Director David Bell; On-Air anchors Cindy Klose, and Mark Larson; Photographer Kevin Rempe; Account Executive Terry Allred
10	4/27/2007	Wichita State University Shadow Student	Wichita State University Junior student job shadowed in the New Department Photography department.	Student spent the day shadowing our Chief Photographer, as well as one of the other photographers with a reporter covering a news story.	Employees: Chief Photographer Brian Gordon, Photographer John Olsen, Reporter Rebecca Gannon
11	6/6/2007 - 8/15/07	News Intern	Ft. Hays State University Senior student summer intern in News Department	Summer internship helping produce Noon Newscast, putting stories together, helping on assignment desk, and going out on location with photographers	News Department reporters, producers, assignment editors, and photographers.
12	6/7/07 - 12/31/07	Catch It Kansas Web Interns	Two high school students, one from Kapaun Mt. Carmel and one from Northwest, and one Clearwater High School graduate interning in the newly formed Digital Media Department at KWCH-TV.	Internships for high school students to launch the new High School Sports Web venture Catch It Kansas on the KWCH-TV website.	Web Managing Editor Keli McDonough, Web Editor Ken Stephens, and Web Producer Amy Houston

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
13	6/13/2007	KAB Sales Seminar	Sales training presentation to Sales Managers/Account Executives of sales selling and copy writing techniques.	Eleven sales staff employees attended this seminar to learn about selling more local direct business and to write outstanding copy.	Sales staff Julie Barker, Audrey Berry, Ken Clifford, Rebecca Cook, Angie Walker, KBSH-TV staff Tammie Anderson, Joy Haverfield, Blake McGuire; KBSD-TV staff Kerri Baker, Evelyn Wilson
14	6/26/2007	KWCH-TV Career Fair 2007	A career fair to provide job applicants the opportunity to explore broadcasting, professional management, sales, administrative, and general career paths.	KWCH-TV in conjunction with Wichita area broadcasters, the Kansas Association of Broadcasters, other employers in the Wichita area, and Career Fairs Global sponsored and co-hosted the career fair. KWCH-TV was involved in the planning and promotion of this career fair on our air and our web site for two weeks prior to the career fair.	Human Resources Manager Melissa Lock, HR Coordinator Linda Liebe, Traffic Manager Lynn Kingsley, Business Manager Joe Miller, Marketing Director David Bell, Local Sales Manager Ken Clifford
15	7/10-13/07	Shadow Student	Andover Central High School, Andover, Kansas, junior student job shadowed for three days	Shadowed various news room staff over a three day period observing all aspects of what goes on daily in getting a news broadcast on the air.	News staff producers, reporters, anchors, photographers.
16	9/13/2007	K-State JMC Advisory Council	To provide advice regarding relevance of programs; a connection for networking; leadership for service and financial support.	Annual participation as an Advisory Council Board member at Kansas State University in Manhattan, Kansas	President & General Manager Joan Barrett
17	9/30/2007	Shadow Student	Senior was a Shadow Student in the KWCH News Department.	Student shadowed KWCH-TV Reporter and Photographer on a story and practiced editing.	Reporter Alana Rocha and Photographer Bert Harry.
18	10/3/2007	Wichita State University Portfolio Class & Board meeting	Portfolio Class for students seeking employment	Presentation on seeking employment in the broadcasting industry.	President & General Manager Joan Barrett
19	10/3/2007	Wichita State University Advisory Board	Advisory Board community leaders of the Wichita State University Elliott School of Journalism.	Serves on the Advisory Board	President & General Manager Joan Barrett
20	10/10-13/07	Carol Kneeland Project Board meetings -	Carole Kneeland Project for Responsible Television Journalism	Joan Barrett is on the Board of Directors of this organization. She conducted two 3 1/2 day workshops for television News Directors.	Vice President & General Manager, Joan Barrett.

	Date	Initiative	Description	Scope of Involvement	Personnel Involved
21	10/22-23/07	Kansas Association of Broadcasters Convention & Workshop - Staff training.	Broadcasting seminars for sales, engineering, programming, continuity/creative, human resources personnel.	KWCH-TV, KBSD-TV, KBSH-TV, KBSL-TV personnel attended the various seminars appropriate to their respective areas of involvement.	Managers, account executives, engineers, news managers, anchors, reporters, producers, and promotion producers.
22	11/30/2007	Ft. Hays State University students	Five Ft. Hays State University students, one Senior, one Sophomore, three Freshman - shadowed all day in the KWCH-TV Newsroom.	News Reporters, Anchors, and Producers, Production TD's hosted the students through a day's work in the News Department and in the Production Department.	News Anchors Cindy Klose, Roger Cornish, Kim Setty, Richard Smith; Reporters Cliff Judy, Megan Strader, Kim Hynes; Producers
23	1/17/2008	EEOC Compliance	On-site management training.	Interactive participation of all managers and supervisors discussing EEOC guidelines and compliance in the work	All managers and supervisory personnel.