

KWCH, KBSD, KBSH, KBSL, KSCW
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023

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
Producer	1-49	1
Account Executive	1-49	49
TMP	1-49	36
Photojournalist	1-49	1
Wx/MMJ	1-50	50
MMJ	1-51	51
Sales Assistant	1-49	36
Producer Cr SVCS	1-49, 52	52
Account Executive	1-49	1
Sports/MMJ	1-49	1
MMJ	1-49	49
Am Digital Anchor/MMJ	1-49	3
Account Executive	1-49	1
AM Executive Producer	1-49	1
Producer	1-49	3
Account Executive	1-49	1
MMJ	1-49	42
Account Executive	1-49	1
Sales Assistant/Receptionist	1-49	2
News Director	1-49	1
MMJ/Anchor	1-49	1
Producer	1-49	27

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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	No	22
2	Station Website KWCH.com,kscw.com	No	3
3	Gray Television Gray.tv/applynow	No	11
4	Barton Community College 245 NE 30 th Road, Great Bend, KS 67530 jacobsju@bartonccc.edu	No	
5	Bethel College 300 E. 27 th St, North Newton, KS 67117 marla@bethelks.edu	No	
6	Breakthrough Club 1010 North Main Street, Wichita, KS 67203 info@btwichita.com	No	
7	Broadcast Center 2630 Hampton Ave, St. Louis, MO 63139 placement@broadcastcenterinfo.com	No	
8	Butler County Community College 901 S. Haverhill Road, El Dorado, KS 67042 mspoon@butlercc.edu & johman@butlercc.edu	No	
9	Central Michigan University, Brdcst.&Cinematic Arts Dept. 340 Moore Hall, Mt. Pleasant, MI 48859 bca@cmich.edu	No	
10	Cerebral Palsey Research Foundation 5111 East 31 st Street N., Wichita, KS 67208 lindao@cprf.org	No	
11	Coffeyville Community College (Kelli Bauer) 400 W. 11 th 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
12	Colby Community College 1255 S. Range Ave, Colby, KS 67701 patty.mead@colbycc.edu	No	
13	Dodge City Community College 700 Avenue G, Dodge City, KS 67801 hr@dc3.edu	No	
14	Fort Hays State University, Career Services 600 Park Street, Hays, KS 67601 careers@fhsu.edu	No	
15	Friends University 2100 W. University Ave, Wichita, KS 67213 career@friends.edu	No	
16	Garden City Community College 801 N. Campus Drive, Garden City, KS 67846 hr@gcccks.edu	No	
17	Goodland Northwest Kansas Technical College kelly.james@nwktc.edu	No	
18	Hutchinson Community College, Placement Office 1300 N. Plum St., Hutchinson, KS 67501 admissions@hutchcc.edu	No	
19	KETCH – Employer Support Services P. O. Box 518, Wichita, KS. 67201 jschneider@ketch.org	No	
20	KSU College of Technology & Aviation 2310 Centennial Road, Salina, KS 67401 smethers@ksu.edu	No	
21	Ottawa University 1001 South Cedar St, Ottawa, KS 66067 career@ottawa.edu	No	
22	Pittsburg State University 1701 South Broadway, Pittsburg, KS 66762 careers@pittstate.edu	No	
23	Senior Employment Services 200 S. Walnut Street, Wichita, KS 67213 cheriew@seniorservicesofwichita.org	No	
24	SER – Jobs for Progress, Inc. 1020 N. Main – Suite B, Wichita, KS 67203 receptionist@sercorp.com	No	
25	Tabor College 400 South Jefferson, Hillsboro, KS 67063 admissions@tabor.edu	No	
26	Urban League of Wichita 2418 E. 9 th Street North, Wichita, KS 67214 frankie.kirkendoll@kansasul.org	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Wichita State University, Elliott School of Communication 1845 Fairmount-Campus Box 57, Wichita, KS 67260 amy.devault@wichita.edu	No	1
28	Wichita Technical Institute 2051 S. Meridian, Wichita, KS 67213 athompson@wti.edu	No	
29	WSU Media Resource Center 1845 Fairmount-Campus Box 57, Wichita, KS 67260 greg.matthias@wichita.edu	No	
30	Washburn University 1700 SW College Ave, Topeka, KS 66621 career-services@washburn.edu	No	
31	Michaels Media (On-Air positions) Michael Bille – 813-254-9695 bille@michaelsmedia.com	No	
32	https://app.joinhandshake.com/login	No	
33	Wichita Workforce Development Center 150 N. Main – Suite 100, Wichita, KS 67202 kansasworks.com* wichitajobs@kansasworks.com	No	
34	University of Oklahoma 120 David L Boren Blvd, Norman, OK 73072 meteorologyjobs@ou.edu & ksawyer@ou.edu	No	
35	KAB Jobs website kab.net/jobbank/JobSearchSummary.asp www.kab.net	No	
36	INDEED www.indeed.com	No	6
37	Entravision – KDCU Website tmeyer@entravision.com	No	
38	Sterling College 525 North 8 th St, Sterling, KS 67579 career@sterling.edu	No	
39	Mid-America All Indian Center 650 N. Seneca, Wichita, KS 67203 mconline@wichita.gov & ncastellanos@indiancouncil.net	No	
40	Nat'l Association of Hispanic Journalists nahj@nahj.org	No	
41	Kansas University 1450 Jayhawk Blvd., Lawrence, KS steve_rottinghaus@ku.edu ; kucareer@ku.edu	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Walk-in	No	1
43	On-air – on one or more stations	No	
44	Internal Hire/Promotion	No	
45	Linkedin.com	No	
46	YouTube	No	
47	Talent Agency	No	
48	Unknown	No	
49	Recruiter	No	3
50	Facebook	No	1
51	Northwestern Oklahoma State Univ	No	2
52	Career Builder	No	2
			52

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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 (7)	<p>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.</p> <p>On April 8, 2022, Fort Hays State Tiger Media Network (8) toured the station to learn about operations. Tour was led by Promotions Producer.</p> <p>On May 6, 2022, Wichita State Drone Club (15) toured the station to learn about operations. Tour was led by Promotions Producer.</p> <p>On May 24, 2022, Mission Wichita Leadership Program (22) toured the station to learn about operations. Tour was led by Promotions Producer.</p> <p>On December 2, 2022, McPherson JAG-K (Jobs for America's Graduates-Kansas students) (15) toured the station to learn about operations. Tour was led by Promotions Producer.</p> <p>On December 14, 2022, Clearwater STEM Middle and High School students (15) toured the station to learn about operations. Tour was led by Promotions Producer.</p> <p>On December 16, 2022, Holy Savior Catholic school students (30) toured the station to learn about operations. Tour was led by Creative Services Manager.</p>

2	Participate in Job Fair (9)	<p>On February 16, 2022, our Chief Photographer participated in giving a lecture at Wichita State University/Kansas Scholastic Press Association for 10 to 25 high school students</p> <p>On February 22, 2022, our Chief Photographer participated in giving a lecture at Wichita State University/Principles of Video Class on shooting and putting stories together.</p> <p>March 3, 2022, our News Director, Anchor and Assignment Editor participated in the Kansas University School of Journalism and Mass Communication Career Fair at the Stauffer-Flint Hall.</p> <p>On April 7, 2022, our News Director and Creative Services Manager participated in the Hutchinson Community College Career Connections Job Fair at the Hutchinson Sports Arena.</p> <p>On April 8, 2022, our News Director and Creative Services Manager participated in the Southwestern College Career Expo at the Stewart Fieldhouse.</p> <p>On April 13, 2022, our Local Sales Manager, and Assignment Manager lectured at the Butler Community College Mass Communications Students to discuss paid internships, sales opportunities in television and radio, ratings, fees, news opportunities, reporting and journalism.</p> <p>On October 18, 2022, our Assignment Editor participated in the Butler Community College Career Fair at the El Dorado campus.</p> <p>On October 20, 2022, our Assignment Editor and Anchor participated in the KU Fall Journalism Career Fair at the University of Kansas.</p> <p>On October 25, 2022, our Assistant News Manager participated in the Circle High School Career Fair</p>
3	Internship Program	During the reporting year, the station hosted

		<p>one intern. Who worked in the News Department was supervised by Managing Editor. The duties include contributing and researching story ideas, updating website content, scheduling, writing stories, and editing video.</p> <p>On February 23, 2022, a Sterling High School student job shadowed a producer, assignment desk, multimedia reporter, anchor, social/digital producer as well as the production control room.</p>
4	Scholarship Program	<p>January 1 – April 30, 2022, KAB Scholarship Program. Donate \$300 toward scholarship, aired :30 promotional campaign, Posted application link to kwch.com - https://kab.net/resources/scholarships/.</p>
5	Management Training (2)	<p>On February 17, 2022, our Business Manager participated in a webinar on the FCC's EEO Rules and Regulations, presented by Joan Stewart of Wiley Rein.</p> <p>On October 24, 2022, our General Manager, General Sales Manager, and a couple Account Executives attended the Kansas Association of Broadcasters the recruitment and DEI Seminar presented by Michelle Duke, president of National Association of Broadcasters.</p>