

KWCH, KBSD, KBSH, KBSL, KSCW
EEO PUBLIC FILE REPORT¹
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
Technical Media Producer	1-20, 22-34, 36-38, 40, 41, 43-54	40
National Sales Assistant	1-20, 22-24, 26-34, 36-38, 40, 41, 43-51	1
Multi-Media Journalist News/Sports	1-3, 40, 49, 51	49
Investigative Producer/Photojournalist	1-20, 22-24, 26-34, 36-38, 40, 41, 43-52	1
Account Executive	1-20, 22-34, 36-38, 40, 41, 43-51	1
Account Executive	1-20, 22-34, 36-38, 40, 41, 43-51	1
Multi-Media Journalist	1-3, 40, 51	3
Weekend AM Anchor/Multi-Media Journalist	1-20, 22-24, 26-34, 36-38, 40, 41, 43-53	1
Morning Meteorologist	1-20, 22-24, 26-34, 36-38, 40, 41, 43-52	1
Morning Anchor	1-20, 22-24, 26-34, 36-38, 40, 41, 43-52	52
Producer	1-20, 22-24, 26-34, 36-38, 40, 41, 43-53	2
Multi-Media Journalist News/Sports	1-3, 40, 51	3
Producer	1-20, 22-24, 26-34, 36-38, 40, 41, 43-53	49
Local Sales Assistant	1-20, 22-24, 26-34, 36-38, 40, 41, 43-51	40
Multi-Media Journalist News	1-3, 40, 51	3
Multi-Media Journalist	1-3, 40, 51	2
Digital Account Executive	1-20, 22-24, 26-34, 36-38, 40, 41, 43-51, 54	40
Digital Account Executive	1-20, 22-24, 26-34, 36-38, 40, 41, 43-51, 54	3
Producer	1-20, 22-24, 26-34, 36-38, 40, 41, 43-52	2
AM Associate Producer	1-20, 22-24, 26-34, 36-38, 40, 41, 43-52	2

¹ This EEO Public File Report was revised in April 2021 to address reporting discrepancies.

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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	12
2	Station Website KWCH.com	No	7
3	Gray Television Gray.tv/applynow (PeopleMatter) my.peoplesmatter.com	No	7
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@btcwichita.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 ; achaneyprofi@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	
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	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 colin.lamb@gcccks.edu	No	
17	Goodland Northwest Kansas Technical College tiffini.unger@nwktc.edu	No	
18	Hutchinson Community College, Placement Office 1300 N. Plum St., Hutchinson, KS 67501 admissions@hutchcc.edu	No	1
19	KETCH – Employer Support Services P. O. Box 518, Wichita, KS. 67201 lfrost@ketch.org	No	
20	KSU College of Technology & Aviation 2310 Centennial Road, Salina, KS 67401 smethers@ksu.edu	No	
21	Leadership Institute 1101 North Highland Street, Arlington, VA 22201 bwoodward@limail.us	No	
22	MediaLine P. O. Box 51909, Pacific Grove, CA 93950-6909 rich@medialine.com	No	
23	Ottawa University 1001 South Cedar St, Ottawa, KS 66067 teresa.kriley@ottawa.edu	No	
24	Pittsburg State University 1701 South Broadway, Pittsburg, KS 66762 dhogard@pittstate.edu	No	
25	Salina Area Technical School 2562 Centennial Road, Salina, KS 67401 Amanda.foust@salinatech.edu	No	
26	Senior Employment Services 200 S. Walnut Street, Wichita, KS 67213 cheriew@seniorservicesofwichita.org	No	
27	SER – Jobs for Progress, Inc. 1020 N. Main – Suite B, Wichita, KS 67203 receptionist@sercorp.com	No	
28	Tabor College 400 South Jefferson, Hillsboro, KS 67063 admissions@tabor.edu	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Urban League of Wichita 2418 E. 9 th Street North, Wichita, KS 67214 ebiles@kansasul.org & plipse@kansasul.org	No	
30	Wichita State University, Elliott School of Communication 1845 Fairmount-Campus Box 57, Wichita, KS 67260 amy.devault@wichita.edu	No	
31	Wichita Technical Institute 2051 S. Meridian, Wichita, KS 67213 jranney@wti.edu	No	
32	WSU Media Resource Center 1845 Fairmount-Campus Box 57, Wichita, KS 67260 greg.matthias@wichita.edu	No	
33	Washburn University 1700 SW College Ave, Topeka, KS 66621 career-services@washburn.edu https://www.myinterfase.com/washburn/employer	No	
34	Michaels Media (On-Air positions) Michael Bille – 813-254-9695 bille@michaelsmedia.com	No	
35	Colorado State University 711 Oval Dr, Fort Collins, CO 80521 career_employers@mail.colostate.edu	No	
36	Wichita State University https://app.joinhandshake.com/login	No	
37	Wichita Workforce Development Center 150 N. Main – Suite 100, Wichita, KS 67202 kansasworks.com* wichitajobs@kansasworks.com	No	
38	University of Oklahoma 120 David L Boren Blvd, Norman, OK 73072 dbarnhill@ou.edu & ksawyer@ou.edu	No	
39	KAB Jobs website kab.net/jobbank/JobSearchSummary.asp www.kab.net	No	
40	INDEED www.indeed.com	No	12
41	Entravision – KDCU Website alabrie@entravision.com	No	
42	DODGE CITY/FORD COUNTY DEVELOPMENT CORPORATION PO BOX 818 • DODGE CITY, KS 67801 http://www.dodgecityhasjobs.com/contact-us/submit-a-job-listing	No	
43	Sterling College 525 North 8 th St, Sterling, KS 67579 tehrasman@sterling.edu	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	Mid-America All Indian Center 650 N. Seneca, Wichita, KS 67203 mconine@wichita.gov	No	
45	Nat'l Association of Hispanic Journalists Kevin Olivas kolivas@nahj.org & nahj@nahj.org	No	
46	Kansas University 1450 Jayhawk Blvd., Lawrence, KS steve_rottinghaus@ku.edu ; kucareer@ku.edu	No	
47	Walk-in/Self-Referral	No	1
48	On-air announcement – KWCH-TV, KSCW,NWCH	No	
49	Internal Candidate/Promotion	No	4
50	LinkedIn Linkedin.com	No	1
51	YouTube (active candidate sourcing)	No	
52	Talent Agency	No	1
53	Facebook	No	2
54	Unknown (interviewee did not specify referral source)	No	1
			49

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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	<p>On March 21, 2019, a group of students from Sowers High School toured the station to learn about operations. The tour was led by our Promotions Producer.</p> <p>On July 18, 2019, members of the Boys & Girls Club (High School) toured the station to learn about operations. The tour was led by our Promotions Producer.</p> <p>On July 18, 2019, members of the Boys & Girls Club (Middle School) toured the station to learn about operations. The tour was led by our Promotions Producer.</p> <p>On November 26, 2019, the Rose Hill High School Broadcast Journalism class toured the station to learn about operations. The tour was led by our Promotions Producer.</p> <p>On December 4, 2019, the Flinthills High School Career & Tech Ed class (21 students) toured the station to learn about operations. The tour was led by our Promotions Producer.</p> <p>On November 5, 2019, a South Haven High School student shadowed a Senior Account Executive. The student went on client calls (new and existing), and learned inter-office aspects as well.</p>
2	Participate in Events Sponsored by Educational Institutions Related to Careers in Broadcasting	<p>On March 11-12, 2019, our News Director participated in a Gray recruitment trip to the University of Missouri. She talked to students at the Reynolds Journalism Institute in Columbia, MO about job opportunities within Gray and at KWCH.</p>

		<p>On September 24, 2019, our News Director and Executive News Producer participated in a recruitment trip to the University of Central Oklahoma. They spoke with the broadcasting/journalism class, critiqued the students' broadcast, and fielded questions from students and the head of the journalism group.</p>
3	Internship Program	<p>From May 28, 2019 to August 9, 2019, the station hosted two interns. Both interns worked in the News Department/Sports and were supervised by either an Executive Producer or a Multi Media Journalist. Their duties included contributing and researching story ideas, updating website content, scheduling and booking guests, writing stories, and editing video.</p>