

KSNC, KSNB, KSNK, KSNL, KSNW
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
Promotions Writer/Producer	1-4, 6-7, 9-18, 21-24, 26-27, 29-33, 35-40	33
Digital Sales Account Executive	2-4, 6-11, 13, 15-17, 20-24, 26-33, 35-40	33
Reporter	2-4, 6-7, 9-13, 15-17, 21-40	28
Reporter	2-4, 6-7, 9-13, 15-17, 21-40	28
Reporter	2-4, 6-7, 9-13, 15-17, 21-40	12
General Manager	2-4, 6-7, 9-11, 13, 15-19, 21-24, 26-27, 29-40	19
Reporter	2-4, 6-7, 9-13, 15-17, 21-40	28
Reporter	2-4, 6-7, 9-13, 15-17, 21-40	34
Photographer	2-4, 6-7, 9-11, 13, 15-17, 20-27, 29-40	20
National Sales Assistant	2-4, 6-7, 9-13, 15-17, 21-24, 26-27, 29-33, 35-40	12
Anchor	2-4, 6-7, 9-11, 13, 15-17, 19, 21-27, 29-40	19
Sales Account Executive	2-4, 6-13, 15-17, 20-24, 26-27, 29-33, 35-40	20
Sales Account Executive	2-4, 6-13, 15-17, 20-24, 26-27, 29-33, 35-40	20
Production Services Assistant	2-7, 9-11, 13, 15-17, 20-24, 26-27, 29-33, 35-40	20
Newscast Director	2-7, 9-11, 13, 15-17, 21-24, 26-27, 29-33, 35-40	26
News Producer	2-7, 9-13, 15-17, 20-27, 29-40	33
News Producer	2-7, 9-13, 15-17, 20-27, 29-40	12
News Producer	2-7, 9-13, 15-17, 20-27, 29-40	12
Meteorologist	2-7, 9-11, 13, 15-17, 21-27, 29-40	34
Sports Director	2-7, 9-11, 13, 15-17, 21-27, 29-40	34
Traffic Liaison	2-7, 9-13, 15-17, 21-24, 26-27, 29-33, 35-40	12
Digital Sales Assistant	2-7, 9-11, 13, 15-17, 20-24, 26-33, 35-40	28
Digital Sales Account Executive	3-4, 6-7, 9-12, 15-16, 18, 21-24, 26, 29, 31-33, 35-36, 39-40	18
Digital Sales Account Executive	3-4, 6-7, 9-12, 15-16, 18, 21-24, 26, 29, 31-33, 35-36, 39-40	12
Weekend Sports Anchor	3-4, 6-7, 9-11, 15, 21-27, 29, 31-36, 39-40	34

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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 4349 E. Colter St Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : 602communications.com Sandy Lizik Manual Posting	N	0
2	Baker University 7th and Dearborn Baldwin City, Kansas 66006 Phone : (785) 594-8435 Susan Wade Manual Posting	N	0
3	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : 866-813-2465 ext 214 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : simmonse@bartonccc.edu Fax : 1-620-792-9214 Elaine Simmons	N	0
4	Bethel College 300 W 27th St No. Newton, Kansas 67114 Phone : 316-283-2500 Url : http://bethelks.edu Email : marla@bethelks.edu Marla Krell	Y	0
5	Broadcast Education Association 1771 N. Street, NW Washington DC, District of Columbia 20036-2891 Phone : 202-602-0584 Url : www.beaweb.org/wp/ Heather Birks Manual Posting	N	0
6	Brown Mackie College 2106 S. 9th St. Salina, Kansas 67401 Phone : 785-825-5422 Url : www.bmcaec.com Fax : 1-785-827-7623 Director of Placement	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Butler County Community College 901 S. Haverhill Rd - Rm 619 Hubbard Ctr El Dorado, Kansas 67042 Phone : (316) 322-3294 Url : http://www.butlercc.edu/career_services/index.htm Email : lpatterson@butlercc.edu Loretta Patterson	N	0
8	Careerbuilder.com LLC 8420 W Bryn Mayr Ave Chicago, Illinois 60631 Phone : 773-527-5698 Url : www.careerbuilder.com Gina Stella Manual Posting	N	0
9	Central Christian College 1200 S. Main, P.O. Box 1403 McPherson, Kansas 67460 Phone : (620) 241-0723 ext 312 Url : www.centralchristian.edu/guidance.html Email : Pat.Muntz@centralchristian.edu Pat Muntz	N	0
10	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Cowley County Community College 125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5287 Url : www.cowley.edu/student/career Email : smithm@cowley.edu Fax : 1-620-441-5350 Meg Smith	N	0
12	Employee Referral	N	9

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13	Emporia State University 1200 Commercial-433 S. Morse Hall Emporia, Kansas 66801 Phone : (620) 341-5407 Url : www.emporia.edu/cdceps/employer.htm Karla Olson Manual Posting	N	0
14	Friends University 2100 W. University St - Casado Campus Ctr Wichita, Kansas 67213 Phone : (316) 295-5636 Url : www.friends.edu/CurrentStudents/StudentDevelopment Email : career@friends.edu Aaron Bennett	N	0
15	Ft. Hays State University 600 Park St - 120 Heather Hall Hays, Kansas 67601 Phone : (785) 628-4512 Url : www.fhsu.edu/int/ Email : rohlfie@gmail.com Fax : 1-785-628-5098 Ron Rohlf	N	0
16	Garden City Community College 801 Campus Drive Garden City, Kansas 67846 Phone : (620) 276-9500 Email : laura.york@gcccks.edu Laura York	N	0
17	Hutchinson Community College 1300 North Plum - Parker Student Union Hutchinson, Kansas 67501 Phone : (620) 665-3495 Url : www.hutchcc.edu/gc/ Brooks Mantooth Manual Posting	N	0
18	Internal Posting	N	7
19	Internal Transfer/Promotion	N	2
20	Internet Ad-not directly contacted by SEU	N	10

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21	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : judy@kab.net Judy Clouse	N	0
22	Kansas Wesleyan University 100 E. Claflin Ave - Pioneer Hall Rm 160 Salina, Kansas 67401 Phone : (785) 833-4326 Url : www.kwu.edu/campuslife/careerservices.htm Email : courtney.wiggins@kwu.edu Courtney Wiggins	N	0
23	KSU A.Q. Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-0721 Url : http://www.jmc.ksu.edu Email : gfreela@ksu.edu Gloria Freeland	N	0
24	McPherson College P.O. Box 1402 -1st Floor Miller Library McPherson, Kansas 67460 Phone : (620) 241-0742 Url : www.mcpherson.edu/careers/index.asp Email : schneidm@mcpherson.edu Fax : (620) 241-8443 Michael Schneider	N	0
25	Medialine.com PO Box 51909 Pacific Grove , California 93950 Phone : 800-237-8073 Mark Shilstone Manual Posting	N	0
26	MG/LIN One West Exchange St Providence, Rhode Island 02903 Phone : 317-296-3109 Cheryl Robb Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Newman University 3100 McCormick Wichita, Kansas 67213 Phone : 316-942-4291 Url : www.collegecentral.com/newman Sherry Lamm Manual Posting	Y	0
28	Non-Employee Referral	N	5
29	Northwest Kansas Technical College 1209 Harrison PO Box 668 Goodland, Kansas 67735 Phone : 785-890-3641 Url : http://nwktc.edu Email : abby.murray@nwktc.edu Abby Murray	N	0
30	Pittsburg State University 1701 South Broadway Street 202 & 203 Horace Mann Pittsburg, Kansas 66762 Phone : 620-235-4140 Url : http://www.pittstate.edu/ Career Services Manual Posting	N	0
31	SER Corporation 1020 N Main St Wichita, Kansas 67203 Phone : 316-264-5372 Email : cbenitez@sercorp.com Fax : 1-316-264-0194 Carol Benitez	N	0
32	Southwestern College 1040 S Rock Rd Wichita, Kansas 67207 Phone : 316-684-5335 Url : http://southwesterncollege.org Fax : 1-316-688-5218 Career Services	N	0
33	Station Website 833 N. Main St Wichita, Kansas Url : www.ksn.com Kevin White Manual Posting	N	6

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34	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Mark C. Holloway Manual Posting	N	8
35	UNIVERSITY OF KS CAREER & EMPLOYMENT SERVICES 110 BURGE UNION 1601 IRVING HILL RD. LAWRENCE, Kansas 66045 Phone : 785-864-3624 Email : kucareer@ku.edu Fax : 1-785-864-4572 Ann Hartley	N	0
36	Urban League of Kansas 2418 E 9th St Wichita, Kansas 67214 Phone : 316-262-2463 Email : DBlake@KansasUL.Org Fax : 1-316-262-8841 Desmond Blake	Y	0
37	Washburn University-Mass Media 1700 College-Henderson Learning Ctr Topeka, Kansas 66621 Phone : (785) 670-1010 ext 1450 Url : www.washburn.edu/cas/massmedia/ Recruiter N/A Manual Posting	N	0
38	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : (316) 978-9435 Url : http://www.HireKansasTalent.com Jill Pletcher Manual Posting	N	0

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39	Wichita Technical Institute 2051 S Meriden Wichita, Kansas 67213 Phone : 316-943-2241 Url : http://wti.edu Email : dbeatson@wti.edu Fax : 1-316-943-5438 David Beatson	Y	0
40	Wichita Workforce 2021 N. Amidon Suite 1100 Wichita, Kansas 67203 Phone : 316-771-6827 Url : http://workforce-ks.com Email : mmann@workforce-ks.com Mary Mann	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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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	2/1/2016	Establishment of an intern program designed to assist members of the community	<p>News Department Internship: -- May 16, 2016 - August 15, 2016. One Southwestern College Intern. -- May 23, 2016 - August 3, 2016. One Sterling College Intern. -- June 1, 2016 - August 19, 2016. One Wichita State University Intern. -- June 1, 2016 - September 1, 2016. One University of Kansas Intern. -- September 1, 2016 - December 15, 2016. One Kansas State University Intern.</p> <p>Weather Internship: -- June 8, 2016 - August 6, 2016. One Mississippi State University Intern. -- August 19, 2016 - December 9, 2016. One Mississippi State University Intern.</p>	3	News Director Executive Producer Chief Meteorologist
2	3/23/2016	Participation in other activities designed by the station employment unit	Station tour for Hesston High School students. Tour of broadcast facilities and discussion of broadcasting careers.	1	News Producer
3	4/5/2016	Participation in events sponsored by community groups	News Director sat on a panel discussion during the Student Conference for Kansas Association of Broadcasters discussing the future of broadcast journalism.	1	News Director
4	4/5/2016	Participation in Job Fairs	News Director participated in Emporia State University Job Fair.	1	News Director
5	4/21/2016	Participation in other activities designed by the station employment unit	Station tour for high school students from Pawnee Heights, KS. Tour of broadcast facilities and discussed careers in broadcasting.	1	Promotions Director
6	4/21/2016	Participation in events or programs sponsored by educational institutions	Mentored North High School student for meteorology Senior Project.	1	Chief Meteorologist
7	4/27/2016	Provision of training to management	Attended FCC's Equal Employment Opportunity rule and policies webinar hosted by Media General's Associate General Counsel.	1	Business Administrator

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8	6/9/2016	Participation in events or programs sponsored by educational institutions	Speaker at Camp Butler 2000. This event is sponsored by Butler Community College. This is a program in which high school students complete initiatives over a 3-year period to earn free tuition.	1	Anchor
9	10/13/2016	Participation in events sponsored by community groups	Speaking event at West Heights United Methodist Church covering career in TV news and it's changing technology.	1	Anchor