

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

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
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

**KSNC, KSNG, KSNK, KSNL, KSNW****EEO PUBLIC FILE REPORT****February 1, 2016 - January 31, 2017****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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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7	Butler County Community College 901 S. Haverhill Rd - Rm 619 Hubbard Ctr El Dorado, Kansas 67042 Phone : (316) 322-3294 Url : <a href="http://www.butlercc.edu/career_services/index.htm">http://www.butlercc.edu/career_services/index.htm</a> Email : <a href="mailto:lpatterson@butlercc.edu">lpatterson@butlercc.edu</a> Loretta Patterson	N	0
8	Careerbuilder.com LLC 8420 W Bryn Mayr Ave Chicago, Illinois 60631 Phone : 773-527-5698 Url : <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> 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 : <a href="http://www.centralchristian.edu/guidance.html">www.centralchristian.edu/guidance.html</a> Email : <a href="mailto:Pat.Muntz@centralchristian.edu">Pat.Muntz@centralchristian.edu</a> Pat Muntz	N	0
10	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://collectivetalent.com">http://collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
11	Cowley County Community College 125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5287 Url : <a href="http://www.cowley.edu/student/career">www.cowley.edu/student/career</a> Email : <a href="mailto:smithm@cowley.edu">smithm@cowley.edu</a> 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 : <a href="http://www.emporia.edu/cdceps/employer.htm">www.emporia.edu/cdceps/employer.htm</a> Karla Olson Manual Posting	N	0
14	Friends University 2100 W. University St - Casado Campus Ctr Wichita, Kansas 67213 Phone : (316) 295-5636 Url : <a href="http://www.friends.edu/CurrentStudents/StudentDevelopment">www.friends.edu/CurrentStudents/StudentDevelopment</a> Email : <a href="mailto:career@friends.edu">career@friends.edu</a> Aaron Bennett	N	0
15	Ft. Hays State University 600 Park St - 120 Heather Hall Hays, Kansas 67601 Phone : (785) 628-4512 Url : <a href="http://www.fhsu.edu/int/">www.fhsu.edu/int/</a> Email : <a href="mailto:rohlfie@gmail.com">rohlfie@gmail.com</a> 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 : <a href="mailto:laura.york@gcccks.edu">laura.york@gcccks.edu</a> Laura York	N	0
17	Hutchinson Community College 1300 North Plum - Parker Student Union Hutchinson, Kansas 67501 Phone : (620) 665-3495 Url : <a href="http://www.hutchcc.edu/gc/">www.hutchcc.edu/gc/</a> 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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 : <a href="http://www.kwu.edu/campuslife/careerservices.htm">www.kwu.edu/campuslife/careerservices.htm</a> 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 : <a href="http://www.jmc.ksu.edu">http://www.jmc.ksu.edu</a> 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 : <a href="http://www.mcpherson.edu/careers/index.asp">www.mcpherson.edu/careers/index.asp</a> 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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27	Newman University 3100 McCormick Wichita, Kansas 67213 Phone : 316-942-4291 Url : <a href="http://www.collegecentral.com/newman">www.collegecentral.com/newman</a> 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 : <a href="http://nwktc.edu">http://nwktc.edu</a> Email : <a href="mailto:abby.murray@nwktc.edu">abby.murray@nwktc.edu</a> Abby Murray	N	0
30	Pittsburg State University 1701 South Broadway Street 202 & 203 Horace Mann Pittsburg, Kansas 66762 Phone : 620-235-4140 Url : <a href="http://www.pittstate.edu/">http://www.pittstate.edu/</a> Career Services Manual Posting	N	0
31	SER Corporation 1020 N Main St Wichita, Kansas 67203 Phone : 316-264-5372 Email : <a href="mailto:cbenitez@sercorp.com">cbenitez@sercorp.com</a> Fax : 1-316-264-0194 Carol Benitez	N	0
32	Southwestern College 1040 S Rock Rd Wichita, Kansas 67207 Phone : 316-684-5335 Url : <a href="http://southwesterncollege.org">http://southwesterncollege.org</a> Fax : 1-316-688-5218 Career Services	N	0
33	Station Website 833 N. Main St Wichita, Kansas Url : <a href="http://www.ksn.com">www.ksn.com</a> 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 : <a href="http://wti.edu">http://wti.edu</a> Email : <a href="mailto:dbeatson@wti.edu">dbeatson@wti.edu</a> 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 : <a href="http://workforce-ks.com">http://workforce-ks.com</a> Email : <a href="mailto:mmann@workforce-ks.com">mmann@workforce-ks.com</a> Mary Mann	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>49</b>



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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