

KAKE, KUPK, KLBY
EEO PUBLIC FILE REPORT
February 1, 2023 to January 31, 2024

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-56, 59-70, 72	72
Multi-Media Journalist	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-56, 59-70, 72	72
Account Executive	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70, 73	73
News Producer	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70, 72	72
Photojournalist	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70	69
Maintenance Engineer	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70, 72	25
Account Executive	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-56, 59-70, 72	72
Multi-Media Producer	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70, 72	69
Photojournalist	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70	70
Multi-Media Journalist	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-56, 59-70, 72	72
Web Producer/Assignment Desk	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70	70

Please see Section II for specific information concerning sources that are entitled to receive job notifications. Job outreach efforts conducted during the reporting period utilized all sources that were entitled to receive job notifications of the relevant type at the time of outreach.

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I. VACANCY LIST (Continued)

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Multi-Media Journalist	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70, 73	60
Photojournalist	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70, 72	69
News Producer	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70	25
News Producer	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70	33
Account Executive	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70	62
Web Producer/Assignment Desk	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70, 72	72
Photojournalist	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-55, 59-70, 72	72
Anchor/Reporter	1-12, 14-17, 19-35, 37, 40-44, 47-48, 50, 53-56, 59-70, 72	70

Please see Section II for specific information concerning sources that are entitled to receive job notifications. Job outreach efforts conducted during the reporting period utilized all sources that were entitled to receive job notifications of the relevant type at the time of outreach.

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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 12 month period
1	Baker University Gary Handy 618 Eighth St. Baldwin City, KS 66006 785-594-6451 Handshake – https://joinhandshake.com	No	0
2	Barton County Community College Judy Jacobs 245 NE 30 th Road Great Bend, KS 67530 620-792-9349 careercenter@bartonccc.edu	No	0
3	Bethel College Marla Krell 300 East 27th Street North Newton, KS 67117 316-284-5326 Handshake – https://joinhandshake.com	No	0
4	Breakthrough Club Leonor Loughridge 1010 N. Main Street Wichita, KS 67203 316-269-2534 info@breakthroughwichita.org	Yes	0
5	Broadcast Center Career Services 9051 Watson Road, Ste. C. Crestwood, MO, 63126 314-647-8181 info@broadcastcenterinfo.com	No	0
6	Butler County Community College Aletra Chaney-Profit 901 S. Haverhill Road El Dorado, KS 67042 316-322-3294 achaneyprofit@butlercc.edu	No	1
7	Central Community College Elizabeth Kavan P O Box 1024 Hastings, NE 68902-1024 402-461-2580 elizabethkavan@cccneb.edu	No	0
8	City of Wichita Attn: HR Reception City Hall, 455 N. Main, 2 nd Floor Wichita, KS 67202 316-269-4752 HR@wichita.gov	Yes	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Cloud County Community College Kelly Cook 2221 Campus Drive Concordia, KS 66901-1002 785-243-1435 kelly.cook@cloud.edu	No	0
10	Coffeyville Community College Kelli Bauer 400 W. 11 th Street Coffeyville, KS 67337 620-251-7700 kellib@coffeyville.edu	No	0
11	Colorado State University Katie Lloyd 1101 Center Ave. Mall Fort Collins, CO 80523-8033 970-491-5707 Handshake – https://joinhandshake.com	No	1
12	Colby Community College Patty Mead 1255 S. Range Colby, KS 67701 785-462-3984 patty.mead@colbycc.edu	No	0
13	Collective Talent Michael Bille 1721 Richardson Place Tampa FL 33606 bille@michaelsmedia.com	No (Must Pay for Ad)	0
14	Columbia College Dave Mason 600 S. Michigan Ave. Chicago, IL 60605 312-369-8612 dmason@colum.edu	No	0
15	Dept for Children & Families Lolitta Tucker P O Box 1620 Wichita, KS 67201-1620 316-337-6428 lolitta.tucker@dcf.ks.gov	Yes	0
16	Dodge City Community College Alisha Ontiberos 3004 N. 14 th Street Dodge City, KS 67801 620-227-9244 aontiberos@dc3.edu	No	0
17	Emporia State University June Coleman-Hull 1200 Commercial Street Emporia Kansas 66801 620-341-5407 Handshake – https://joinhandshake.com	No	0

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18	Facebook Website www.facebook.com	No	0
19	Fort Hays State University Daniel B. Rice 600 Park Street Hays, KS 67601-4099 785-628-4260 Handshake – https://joinhandshake.com	No	0
20	Fort Riley ACAP Center Sharone Washington 212 Custer Ave., Room 101 Fort Riley, KS 66442 785-239-2068 Sharone.m.washington.ctr@mail.mil	Yes	0
21	Friends University Shera Jones 2100 W. University Street Wichita, KS 67213 316-295-5822 Handshake – https://joinhandshake.com	No	0
22	Garden City Community College Ryan J. Ruda 801 Campus Drive Garden City, KS 67846 620-276-9640 ryan.ruda@gcccks.edu	No	0
23	Hastings College Kimberly Graviette 710 N. Turner Avenue Hastings, NE 68901 402-461-7387 Handshake – https://joinhandshake.com	Yes	0
24	Hutchinson Community College Marcia Fletcher 1300 North Plum Hutchinson, KS 67501 620-665-3495 https://www.collegecentral.com/hutchcc/	No	0
25	Indeed.com 6433 Champion Grandview Way Austin, TX 78750 800-475-4361 www.indeed.com/hire	No	6
26	Johnson County Community College Career Development 12345 College Blvd. Overland Park, KS 66210 913-469-8500 careerdevelopment@jccc.edu	No	0

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27	Kansas Association of Broadcasters Allison Mazzei 1916 SW Sieben Court Topeka, KS 66611-1656 785-235-1307 www.kab.net	Yes	1
28	Kansas City Kansas Comm. College Career Services 7250 State Avenue Kansas City, KS 66112 913-334-1100 Handshake – https://joinhandshake.com	No	0
29	Kansas State University Debbie Owens 100 Holtz Hall Manhattan, KS 66506 785-532-6506 Handshake – https://joinhandshake.com	No	0
30	Kansas University Steve Rottinghaus 1435 Jayhawk Blvd, Room 210 Lawrence, KS 66045 785-864-4755 steve_rottinghaus@ku.edu	No	0
31	Kansas Works Jill Zimmerman 203 N. 10th Salina, KS 67401 785-827-0385 jzimmerman@ks.gov	Yes	0
32	KETCH Employment Services Lisa Webb 1006 E. Waterman Wichita, KS 67211 316-383-8845 lwebb@ketch.org	Yes	0
33	Linked In Website www.linkedin.com	No	7
34	McPherson College Kevin Mokhtarian 1600 E. Euclid St. McPherson, KS 67460 800-365-7402 Handshake – https://joinhandshake.com	No	0
35	Media Line Rich Everitt 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7564 rich@medialine.com	No	0

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36	Media Recruiter Art Scott 9457 So. University Blvd #303 Highlands Ranch, CO 80126 303-400-5150 www.mediarecruiter.com	No (Must Pay for Ad)	0
37	Missouri Western State University Dr. Vincent Bawhay 4525 Downs Dr. Saint Joseph, MO 64507 816-271-4200 Handshake – https://joinhandshake.com	No	0
38	National Assoc. of Hispanic Journalists Eric Wee 1000 National Press Bldg Washington, DC 20045 626-792-3846 www.nahjcareers.org	No (Must Pay for Ad)	0
39	Native American Journalist Association Sterling Cosper 395 W. Lindsey Street Norman, OK 73019 405-325-1649 https://www.najanewsroom.com	No (Must Pay for Ad)	0
40	Newman University Melanie Head 3100 McCormick Ave. Wichita, KS 67213 316-942-4291 Handshake – https://joinhandshake.com	No	0
41	NLGJA (Assoc. of LGBTQ Journalists) Elliot Ayres 2120 L Street NW, Ste. 850 Washington, DC 20009 202-887-8209 info@nlgja.org	Yes	0
42	Northwestern Oklahoma State University Jenny Redinger 709 Oklahoma Blvd Alva, OK 73717 580-327-8546 Handshake – https://joinhandshake.com	No	0
43	Ottawa University Joanna Walters 1001 S. Cedar , Campus Box 10 Ottawa, Ks 66067 785-248-2352 Handshake – https://joinhandshake.com	No	0

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44	Pittsburg State University Dr. Troy Comeau 1701 S. Broadway Pittsburg, KS 66762 620-235-4808 Handshake – https://joinhandshake.com	No	0
45	Rick Gevers & Associates Rick Gevers 355 E. Ohio St. #303 Indianapolis, IN 46204 317-635-7912 http://www.rickgevers.com	No (Must Pay for Ad)	0
46	SBE – Society of Broadcast Engineers 9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260 317-846-9000 www.sbe.org	No (Ad is free for SBE Members))	0
47	Senior Services/Sr Employment Prog. Cherie Wenderott 200 S. Walnut Wichita, KS 67213 316-267-1771 cheriew@seniorservicesofwichita.org	Yes	0
48	SER Corporation Richard Lopez 1020 N. Main, Suite B Wichita, KS 67203 316-264-5372 receptionist@sercorp.com	Yes	0
49	SMPTE (Society of Motion Picture & TV Engineers) 445 Hamilton Ave., Ste. 601 White Plains, NY 10601 914-761-1100 https://careercentral.smpte.org	No (Must Pay for Ad)	0
50	Southwestern College Lori Carselowey 100 College Street Winfield, KS 67156-2499 620-229-6267 Lori.carselowey@sckans.edu	No	0
51	SPJ (Society of Professional Journalists) P.O. Box 441748 Indianapolis, IN 46244 317-927-8000 https://www.jobs.spj.org	No (Must Pay for Ad)	0

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52	Spots N Dots Gene McKay 1635 Old Highway 41, Ste. 112-338 Kennesaw, GA 30152 888-884-2630 www.spotsndots.com	No (Must Pay for Ad)	0
53	Sterling College Career Development 125 W. Cooper Sterling, KS 67579 800-346-1017 career@sterling.edu	No	0
54	Tabor College Ruth Funk 400 S. Jefferson Hillsboro, KS 67063 620-947-3121 studentsucces@tabor.edu	No	0
55	TVJobs Mark C. Holloway P O Box 4116 Oceanside, CA 92052 760-754-8177 www.tvjobs.com	Yes	0
56	TV NewsCheck Media Paul Greeley 24 W. Lancaster Ave., Ste. 205 Ardmore, PA 19003 484-412-8287 https://tvnewscheck.com	No (Must Pay for Ad)	0
57	TV Technology.com Ross Gager 555 11 th St. NW, Ste. 600 Washington, DC 20004 860-615-3983 https://jobs.tvtechnology.com	No (Must Pay for Ad)	0
58	The Broadcast Image Group Larry Rickel 200 E. Grayson St., Ste. 116 San Antonio, TX 78215 210-828-6664 info@broadcastimage.com	No (Must Pay for Ad)	0
59	Truman State University Career Center 100 E. Normal St. Kirksville, MO 63501 660-785-4000 careers@truman.edu	No	0

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60	University of Central Oklahoma Career Development 100 N. University Dr. Edmond, OK 73034 405-974-3346 Handshake – https://joinhandshake.com	No	1
61	Washburn University Kent McAnally 1700 College Topeka, KS 66621 785-670-1450 Handshake – https://joinhandshake.com	No	0
62	Wichita State University Megan Nold 1845 N Fairmount, Campus Box 42 Wichita, KS 67260-0042 316-978-3688 Handshake – https://joinhandshake.com	Yes	1
63	Wichita Technical Institute Jeff Ranney 214 South Brunswick Wichita, KS 67209-2045 316-943-2241 jranney@wti.edu	No	0
64	Wichita Workforce Center Billy Nguyen 2021 N. Amidon, Ste. 1100 Wichita, KS 67203 316-771-6827 bnguyen@kansasworks.com	Yes	0
65	WSU Media Resource Center Curt Rierson 1845 N Fairmount, Campus Box 57 Wichita, KS 67260-0057 316-978-7760 Curt.rierson@wichita.edu	No	0
66	WSU Tech Megan Madasz 301 South Grove Wichita, KS 67211 316-677-1876 Handshake – https://joinhandshake.com	No	0
67	YWCA (Wichita Family Crisis Ctr) Anna Maria Fouad 1111 N. St. Francis Wichita, KS 67214 316-263-7501 mainoffice@wichitafamilycrisiscenter.org	Yes	0

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68	Lockwood Broadcast Group Tiffany Humphrey 3914 Wistar Road Richmond, VA 23228 804-672-6565 business@lockwoodbroadcast.com	No (Source sends postings to other Lockwood stations)	0
69	KAKE Internal Job Posting Lori Johnson 1500 N. West Street Wichita, KS 67203 316-946-1350 ljohnson@kake.com	No	3
70	KAKE Website Paul Meister 1500 N. West Street Wichita, KS 67203 316-946-1392 www.kake.com	No	13
71	Walk in Applicant	No	0
72	Employee Referral	No	13
73	Non-employee Referral	No	2
74	KAKE-TV on air advertisement	No	0

TOTAL INTERVIEWEES OVER 12-MONTH PERIOD: 49

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III. RECRUITMENT INITIATIVES

#	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fairs by station personnel who have substantial responsibility in making hiring decisions.	<p>KAKE management participated in two Job Fairs during the reporting period:</p> <p>1 – March 2, 2023 - KAKE News Director, David Williams, participated in the Kansas State University Media & Communications Career Meet Up. Students stopped by the KAKE booth to visit and learn about broadcasting careers, job openings, and internships available at KAKE.</p> <p>2 – October 19, 2023 – KAKE News Director, David Williams, participated in the University of Kansas School of Journalism and Mass Communications Career Fair. KAKE had a table set up for students to learn about jobs in broadcasting and internship opportunities at the station.</p>
2	Participate in events or activities sponsored by organizations or community groups interested in broadcast employment issues.	<p>KAKE participated in four community events for groups interested in the broadcasting field:</p> <p>1 – February 15, 2023 – KAKE Senior Reporter, Pilar Pedraza, gave a station tour to a class of Journalism & Digital Media students from Goddard Eisenhower High School. The students watched the 9:00 morning newscast and afterwards the anchors answered questions from the students about their jobs and responsibilities at KAKE.</p> <p>2 – March 24, 2023 – KAKE Anchor/Reporter, Annette Lawless, gave a station tour to 26 students from Lincoln Elementary School in Wellington. The students watched a newscast and were given time to ask questions and see how the Meteorologists use the green screen for their newscasts.</p> <p>3 – April 24, 2023 – KAKE Anchor/Reporter, Annette Lawless, led a station tour of 25 freshmen students from Goddard Eisenhower High School who were interested in broadcasting careers. After the tour they watched a morning newscast and visited with the anchors and meteorologists about career opportunities in the broadcasting field.</p> <p>4 – May 2, 2023 – KAKE General Manager, Mike Rajewski, attended the Kansas Association of Broadcasters’ Student Broadcast Awards & Sports Seminar at KC Royals Ballpark. There was a panel of broadcasters who talked about careers in broadcasting and insights on job interviewing and how to stand out amongst peers.</p>
3	Establish an internship program designed to assist members of the community in acquiring skills needed for broadcast employment.	KAKE hosted 5 college interns interested in broadcasting careers during the reporting period. The students earned academic credit from their school and will use the experience to help them obtain jobs in the broadcasting field when they graduate.

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	<p>Interns assigned to the News Department were supervised by Assistant News Director, Dave Grant. We had one intern interested in Promotions who was under the supervision of our Creative Services Director, Aaron Lair. The interns' duties included observing various day-to-day activities of the reporters, news producers, photojournalists, and promotion producers. The interns spent approximately 15 hours a week for one semester in their interested field of study.</p> <p>One of the internships was in partnership with the KAB internship program that offers a paid internship to a qualified student. Another intern was offered a part-time job at the end of their internship.</p> <p>This year's interns were represented by the following schools: Butler County Community College (2 students) Emporia State University (KAB Intern) Barton County Community College Long Island University, New York</p>
<p>4 Participation in training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>KAKE management and staff participated in six training sessions to expand their working knowledge of the industry as well as their growth potential in the company:</p> <p>1 – May 19-20, 2023 – Nat'l Association of Black Journalists 2023 Region II Conference was held at the Hyatt Regency in Wichita. Members of KAKE staff presented and participated in discussions about video production, writing styles, and digital content. They also discussed topics of race in the newsroom and how to cover racial content within newscasts. Attendees included KAKE News Director, David Williams, presenters Leon Purvis (Anchor/Reporter) and Lester Rowe (Multi-Media Producer), and four KAKE News Producers were participants in the conference.</p> <p>2 – May–June 2023 – KAKE Sales Assistant, Angie Harrod, participated in three online Nielsen training courses to expand her knowledge in Sales metering and methodology to better assist the local sales account executives with preparing reports for prospective clients.</p> <p>3 – June 6, 2023 – Kansas Association of Broadcasters' News Producer Training Camp presented by Al Tompkins was held in Wichita. Topics included tips for keeping stories fair and accurate, how to grow producers, and working with different personalities in the newsroom. Attendees included KAKE News Director, David Williams, and four KAKE News Producers.</p> <p>4 –July-August, 2023 – Kansas Association of Broadcasters sponsored a seven-week P1 Plus online training course to help sellers with less than two year's sales experience. Participants were taken through a combination of live and online training courses, conference calls, testing, and assignments. KAKE General Sales Manager, John Nizamis, supervised two new local sales account executives who participated in the training sessions.</p>

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	<p>5 – July 19, 2023 – TVB Sales Training presented by Brian Allers. The presentation focused on advertising in today’s complex media world and how to influence buyers when selling television and digital advertising. Attendees included KAKE’s General Manager, Mike Rajewski, General Sales Manager, John Nizamis, and KAKE’s staff of Account Executives.</p> <p>6 – August 17, 2023 – TVNewsCheck presented a webinar on IP Transition and Local TV for KAKE’s Engineering staff. The training session covered transitioning from baseband (SDI) connectivity for broadcast to IP type connectivity (SMPTE 2110). The webinar was attended by KAKE’s Chief Engineer, Mark Jenkins, along with four other members of the KAKE engineering staff.</p>
<p>5 Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>The KAKE staff was very involved with local schools to talk about their jobs and discussed careers in the broadcasting field. We also hosted several students from area high school and colleges for a Job Shadow Day at KAKE. The students were able to observe employees as they performed their day-to-day duties.</p> <p>1 – February 1, 2023 – School Career Day – Wellington High School. KAKE Anchor/Reporter, Annette Lawless, was one of a couple dozen industries presenting job opportunities to students. She shared insight about work in the TV news and media industry, encouraged students to look into internships at KAKE, and fielded questions from the students.</p> <p>2 – February 9, 2023 – School Visit – Ruth Clark Elementary School in Haysville for Kindergarten class – Presented by KAKE Meteorologist, Brittany Foster.</p> <p>3 – February 20, 2023 – School Visit – Goddard Challenger Intermediate School - Presented by KAKE Meteorologist, Cameron Venable.</p> <p>4 – February 28, 2023 – School Zoom Talk – Goddard Challenger Intermediate – Presented by KAKE Meteorologist, Cameron Venable.</p> <p>5 – March 1, 2023 – School Visit – Haven Academy of Salina – Kindergarten -6th Grades – Presented by KAKE Meteorologist, Brittany Foster.</p> <p>6 – March 9, 2023 – School Visit – Winfield Middle School – Presented by KAKE Meteorologist, Cameron Venable.</p> <p>7 – March 10, 2023 – School Visit – Colvin Elementary School – Presented by KAKE Meteorologist, Brittany Foster.</p> <p>8 – May 5, 2023 – School Visit – Derby High School’s Video Production Class – Presented by KAKE’s Multi-Media Producer, Lester Rowe.</p>

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	<p>9 – August 23, 2023 – Job Shadow Day – 4th grade student from OK Elementary School shadowed Meteorologist, Jay Prater, in the Weather Department.</p> <p>10 – September 3, 2023 – Job Shadow Day – High School Senior interested in pursuing a job in Weather shadowed KAKE Meteorologist, Brittany Foster, as she prepared the weather charts for the day and did the morning on-air shows.</p> <p>11 – September 29, 2023 – School Visit – Rise Up For Youth Program at North High School. KAKE Creative Services Director, Aaron Lair, spoke to students about ways they can get involved in our community and the importance of the work we do at KAKE.</p> <p>12 – October 30, 2023 – Job Shadow Day – High School Junior from Valley Center High School who is part of the student-led broadcast team spend the day at KAKE with Assistant News Director, Dave Grant, along with the staff of News Producers.</p> <p>13 – November 9, 2023 – Job Shadow Day – Newton High School student interested in promotions spent the day with KAKE Creative Services Director, Aaron Lair, and the promotions staff on their video shoots.</p> <p>14 – November 8, 2023 – Job Shadow Day – Newton High School student interested in sports reporting spent the day with KAKE Sports Director, Sully Engels as the sports staff covered the WSU basketball game and post-game interviews.</p>
<p>6 Sponsor events in the community designed to inform the public of employment opportunities in broadcasting.</p>	<p>On June 6, 2023, KAKE sponsored the 13th annual Touch-A-Truck Event during the Wichita River Festival from 5:00-8:30 p.m. in downtown Wichita. This year’s event included 68 community vehicles, including KAKE’s weather and news reporting vehicles. Employees from all departments of the KAKE staff volunteered their time to visit with people in attendance and explained what they do at KAKE and the many jobs it takes to do a newscast. A green screen and monitor were set up for visitors to stand in front of and see themselves on the monitor like the meteorologists do for their weather forecasts.</p>
<p>7 Training of management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>KAKE management participated in two training sessions aimed at ensuring equal opportunity in the workplace and improving leadership skills.</p> <p>1 – February 11-22, 2023 – KAKE Managing Meteorologist, Jay Prater, and News Director, David Williams, viewed two training videos entitled, “Leadership Skills - What New Supervisors & Managers Need to Know”, and “Professional Behavior - What Supervisors Need to Know”.</p> <p>2 – February 16, 2023 – KAKE Business/HR Manager, Lori Johnson, attended the EEO Training Webinar sponsored by Kansas Association of Broadcasters. The webinar reviewed all the FCC’s EEO obligations and compliance issues.</p>

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