

**KFDI-FM, KFTI(AM), KFXJ(FM), KICT-FM, KYQQ(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 – January 31, 2024**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Account Executive	1-8, 14	3
Sales Account Executive	1-8, 14	4
Sales Account Executive	1-8, 14	6

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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	<b>Summit Corporate Website</b> www.summitmediacorp.com	No	0
2	<b>SummitMedia Employee Referral</b>	No	3
3	<b>SummitMedia Direct Recruited/Cold-Called</b>	No	1
4	<b>General Word of Mouth Referral</b>	No	1
5	<b>LinkedIn</b> www.linkedin.com	No	4
6	<b>Indeed</b> www.indeed.com	No	10
7	<b>Handshake.com</b> 225 Bush St 12th floor San Francisco, CA	No	0
8	<b>NASBA/Careerpage.org</b>	No	0
9	<b>KAB – Kansas Association of Broadcasters</b> Kab.net	No	0
10	<b>All Access Website</b> www.allaccess.com	No	0
11	<b>Ramp247</b> Ramp247.com	No	0
12	<b>Radio-Online</b> www.radio-online.com	No	0
13	<b>Radio Insight</b> www.radioinsight.com	No	0
14	<b>SummitMedia Career Fair</b> (see Section III)	No	0
15	<b>Other Career Fairs</b> (see Section III)	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>19</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Host a Job Fair	<p>On April 11, 2023, our SEU hosted a virtual career fair. This event was heavily promoted in the weeks before the event using on-air and online website postings, as well as a press release for the greater community. Four areas of focus were offered - sales, programming, promotions, and internships. All participants were scheduled for an interview on the day of the event (or if not available, they were directed to our Talent Bank for follow up). Interviewees were conducted via MS Teams or by phone. All participants were also offered the chance to participate in an informational interview to learn about different careers in radio. The SEU was very pleased by the local response to this recruiting event.</p>
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On February 16, 2023, our SEU’s Business Manager participated in a webinar sponsored by the Kansas Association of Broadcasters, regarding the FCC’s EEO reporting obligations. Requirements for stations/SEU’s that employ five or more full-time employees were discussed that included wide dissemination of information about full-time job openings as well as supplemental recruitment initiative involvement.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>3</b>	Participate in Job Fair	On October 26, 2023, our SEU participated in a virtual career fair hosted by the American Athletic Conference, which includes Wichita State University. Wichita State University students were invited to either participate in live group chats or schedule a 15-minute interview on the day of the Fair. Our hiring manager was available to interact with participating students and inform them about the various career opportunities in radio and media including sales, programming, promotions, and our summer internship program. Our SEU was pleased with the interest shown in this event and all participants were encouraged to visit SummitMedia’s talent-bank to obtain information about current and future job openings.
<b>4</b>	Participate in Job Fair	On October 25, 2023, our SEU participated in a career fair hosted by Wichita State University, in partnership with Emporia State University and Washburn University. This event took place virtually using an online forum. Our Promotions Director conducted one-on-one 10- minute video sessions with students and shared information about careers in radio, the SEU’s internship program, and provided them with contact information as well as Summit Media’s application link to use if interested in applying for employment or an internship.
<b>5</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	During the month of December 2023, our SEU’s Market President, Operations Manager, and Sales Manager reviewed the webinar and accompanying documentation provided by Broadcast 1 Source/Media Staffing Network and Wilkinson Barker Knauer LLP about the FCC’s EEO requirements. The webinar and documents described how licensees can meet FCC obligations by engaging in wide dissemination of information about full-time job openings as well as outreach activities designed to educate the public about broadcast employment.