

KRBB, KTHR, KZCH, KZSN
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018¹

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
SVP Programming	1	1

¹ This Report was modified in March 2019 to address reporting issues.

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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
1	Exigent Circumstances	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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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	4/10/2017	Participation in events or programs sponsored by educational institutions	The Operations Manager of our SEU Spoke to a group of 45-50 college students from Kansas at the Kansas Collegiate Media Conference to discuss best practices for looking for a job in corporate media.	1	Operations Manager
2	4/18/2017	Participation in Job Fairs	Our SEU participated in the CareerQuest Spring Expo during which SEU staff members spoke with attendees about career opportunities in radio and job openings within the SEU.	2	Market President General Sales Manager
3	6/11/2017	Participation in events or programs sponsored by educational institutions	One of the program directors from our SEU led a summer camp for students from inner city middle schools. During this 2 week camp he instructed the students on journalism and media as well as discussing steps to take for future employment in these areas.	1	Program Director
4	10/8/2017	Establishment of a mentoring program	During this reporting period, our SEU offered employees cross-training and mentoring to help them advance in their careers. Both our Program and Production Directors provided guidance and instruction to help current employees learn jobs in different departments. The employees got hands on experience and shadowed staff to gain new skills. During this reporting period, 1 employee participated as follows: One Promotions Director trained in Programming/Management, including music scheduling, record label meetings, on-air broadcast shifts, remote broadcasts and commercial production.	3	Promotions Director Programming Director Production Director
5	1/18/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in a Job shadow with a student from Wichita State University. Our SEU's representatives shared information with this student about the variety of career opportunities in broadcasting. The student observed the morning show and received hands on instruction. She was educated on production, voice-overs, editing, recording basics and career opportunities.	2	Production Director On-Air Talent