

WIBW-TV
EEO PUBLIC FILE REPORT
2/1/13-1/31/14

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
Reporter/Photographer	1-11,14,15,18,21,22,32-37,40-42	37
Producer	1-11,14,15,18,21,22,32-37,40-42	36
Photographer/Reporter	1-11,14,15,18,21,22,32-37,40-42	36
Graphics Operator/Weekend Director	1-11,14,15,18,21,22,33-37,40-42	36
Reporter (Manhattan)	1-11,14,15,18,21,22,32-37,40-42	37
Sports Reporter/Weekend Anchor	1-11,14,15,18,21,22,32-37,40-42	33
Creative Services/Commercial Producer	1-11, 14,15,18,21,22,33-37,40-42	37
Digital Media and Web Producer	1-11,14,15,18,21,22,32-37,40-42	35

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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 Attn: Paula Shaver /New/Susan Wade 618 Eighth Street Baldwin City, KS 66006 785-594-6451	No	0
2	Emporia State University Attn: Vicki Kaplan/New/June Coleman-Hull 1200 Commercial Street Emporia, KS 66801 620-341-1200	Yes	0
3	Fort Hays State University Attn: Daniel Rice/New/Ann Killebrew 600 Park Street Hays, KS 67601 785-628-4260	No	0
4	Kansas State University Attn: James Wood or Gloria Freeland/New/Jennifer Brantley 100 Holtz Hall Manhattan, KS 66506 785-532-6506	Yes	0
5	Pittsburg State University Attn: B. B. Stotts 1701 S. Broadway Pittsburg, KS 66762 620-235-4143	No	0
6	University of Kansas Attn: Liz Caldwell 1502 Iowa Street Lawrence, KS 66045 785-864-7672	Yes	1
7	Washburn University Attn: Jim Gourley/New/Kent McAnally 1700 SW College Ave. Topeka, KS 66621 785-231-1010	Yes	0
8	Allen County Community College Attn: Bill Swinney 1801 N. Cottonwood Iola, KS 66749 620-365-5116	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	Johnson County Community College Attn: Mary Jean Billingsley Changed to LeAnn Cunningham on 3/11/08 12345 College Blvd. Overland Park, KS 66210 913-469-3870 ext 4552	Yes	0
10	Kansas City Kansas Community College Attn: Linda Wyatt 7250 State Ave. Kansas City, KS 66112 913-288-7644	Yes	0
11	Butler County Community College Attn: Lance Hayes Changed to Loretta Patterson on 06/18/08 901 S Haverhill Rd El Dorado, KS 67042 316-321-2222	No	0
12	DeVry University – Kansas City Campus Attn: Gerry Ellis 500 East 112 th St Kansas City, MO 64131 816-221-1300	No	0
13	Dodge City Community College Attn: John Ewy 2501 N 14 th St Dodge City, KS 67801 620-225-1321	No	0
14	Pratt Community College Attn: Dennis Angle Changed to Amy Jackson as of 1/11/11 348 NE SR 61 Pratt, KS 67124 620-672-9800	Yes	0
15	Gray Television Station Group WSAW-TV Attn: Jane Ploeger 1114 Grand Avenue Wausau, WI 54403 (715) 845-4211 jploeger@wsaw.com <i>Source sends postings to other Gray stations.</i>	No	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
16	National Association of Broadcasters Attn: Karen L. Hunter Employment Clearinghouse 1771 N Street, NW Washington, DC 20036 202-429-5498	No	0
17	Nat'l Society of Professional Journalists Attn: Julie Grimes 3909 N. Meridian Street Indianapolis, IN 46208-4045 317-927-8000 ext 216	No	0
18	AARP of Kansas Attn: Janet Clearwater 555 S. Kansas Ave Suite 201 Topeka, KS 66603 785-234-1366	Yes	0
19	Asian American Journalists Association Attn: Rene Astudillo 1182 Market Street Suite 320 San Francisco, CA 94102 415-346-2051	No	0
20	Audio Engineering Society 60 E. 42 nd St. Room 2520 New York, NY 10165-2520 212-661-8528	No	0
21	KS Association of Broadcasters Attn: Harriet Lang/New/Kent Cornish 1916 SW Sieben Ct. Topeka, KS 66611 785-235-1307 <i>Source posts jobs on the Internet.</i>	No	0
22	Fort Riley ACAP Center Attn: De Ann Parsons Building 210 Room 006 Fort Riley, KS 66491 785-239-2278	No	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
23	Salina Job Service "NOW UNDER NAME: KANSAS WORKS Attn: Aneta Willson 203 N 10 th Street PO Box 1251 Salina, KS 67401 785-827-0385	No	0
24	American Advertising Federation Attn: Tina Neal 1101 Vermont Ave, NW Suite 500 Washington, DC 20005-6306 202-898-0089	No	0
25	Topeka Advertising Federation Heather Newell/New/Jennifer Haugh PO Box 1251 Topeka, KS 66601 785-582-4000	No	0
26	<i>Topeka Capital Journal</i> Attn: Heather Armstrong 616 SE Jefferson Topeka, KS 66607 785-295-1122	No	0
27	<i>Lawrence Journal World</i> Attn: Mark Kearn 609 New Hampshire Lawrence, KS 66044 785-843-1000	No	0
28	<i>Kansas City Star</i> Attn: Katie Middleton 1729 Grand Blvd. Kansas City, MO 64108 816-234-4000	No	0
29	Spots 'N' Dots Attn: Alice Riehl 167 Oakdale Road Johnson City, NY 13790 888-884-2630 www.spotsndots.com	No	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
30	<i>Broadcasting & Cable</i> Attn: Yuki Atsumi 360 Park Ave South 14 th floor New York, NY, 10010 646-746-6949 yatsumi@reedbusiness.com	No	0
31	<i>Television Week</i> Attn: Eric Chasko 6500 Wilshire Blvd Suite 2300 Los Angeles, CA 90048 323-370-2415	No	0
32	MediaLine Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 800-237-8073 www.medialine.com	No	0
33	TVJobs Attn: Mark C. Holloway Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 admin@tvjobs.com www.tvjobs.com	No	2
34	Walk-In Candidate	No	0
35	WIBW Staff Referral	No	2
36	WIBW Internal Candidate	No	5
37	Station Website: www.wibw.com	No	3
38	Wichita Technical Institute-Topeka Campus Erica Kolar Changed to Jill Hoover on 1/26/11 Changed to Adrienne Meyer on 11/02/11 3712 SW Burlingame Topeka, KS 66609 785-354-4568	No	0
39	Society of Broadcast Engineers Holly Essex 9102 North Meridian St., Suite 150 Indianapolis, IN 46260 (317) 846-9000	No	0

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40	Wichita State University Frankie Brown 1845 Fairmount Wichita, KS 67260 (316) 978-3435	No	0
41	University of Missouri Phou Sengsavanh 76 Gannett Hall Columbia, MO 65211 (573) 882-0373	No	0
42	Nebraska College Recruiting Consortium/Hastings College Kimberly Graviette 710 N Turner Ave. Hastings, NE 68901 (402) 461-7387	Yes	0
43	Northwestern University Dianne Siekmann 620 Lincoln St. Evanston, IL 60208 (847) 491-5785	No	0
TOTAL NUMBER OF INTERVIEWS OVER A 12 MONTH PERIOD			13

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Establish an Internship program	WIBW-TV actively participates with local and surrounding universities to provide internships to students interested in future employment in broadcasting. Students receive academic credit for their work. During the reporting period, our station hosted four interns in the news department from the following schools: Wellesley College, Northwestern University, and Topeka Seaman High School.
2	Participate other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	WIBW-TV has an ongoing policy of giving station tours to individuals and groups interested in the day-to-day operation of a television station and careers in the broadcast industry. On March 6, 2013, WIBW gave a tour to students from Axtell High School.
3	Participate in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	WIBW-TV has an ongoing policy of allowing students from area schools and universities to job shadow station personnel, giving students the opportunity to learn about careers in broadcasting. On March 20t, 2013, 1 student from Hayden High School shadowed the Chief Meteorologist. On December 18, 2013, 1 student from Junction City High School shadowed an anchor/reporter.
4	Participate in scholarship programs directed at students desiring to pursue a career in broadcasting.	WIBW-TV financially supports the Kansas Association of Broadcasters' Foundation Scholarship program "Advanced Excellence." Qualified students are annually awarded scholarships. During July, a teacher from Washburn Rural High School used a fellowship from the KAB to intern in the News Department.
5	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions.	On March 26, 2013, the station's News Director attended a career fair sponsored by the University of Kansas School of Journalism.
6	Provide training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination.	On June 11, 2013, the station's Operations Manager and Business Office Manager attended a Webinar presented by the Law Office of Wiley Rein, reviewing the FCC's EEO rules.