

WIBW-TV
EEO PUBLIC FILE REPORT
FEBRUARY 1, 2022 – JANUARY 31, 2023

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
TMP	1-31	30
SPORTS ANCHOR/MMJ	1-31	28
SPORTS DIRECTOR	1-31	28
AM PRODUCER	1-31	4
WEEKEND METEOROLOGIST	1-31	30
DIGITAL PRODUCER	1-31	27
DIGITAL PRODUCER/COORDINATOR	1-31	28
NEWS ANCHOR WEEKEND	1-31	27
MAIN ANCHOR	1-31	30
MMJ (2)	1-31	28, 29
DIGITAL CONTENT MANAGER	1-31	28
AM CO-ANCHOR	1-31	29
FUTURE FOCUS INTERN (3)	1-31	6, 30
SALES EXECUTIVE	1-31	29
DIGITAL REVENUE MANAGER	1-31	29

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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 Long Student Center, 2nd floor Baldwin City, KS 66006 785-594-8435 Handshake.com	No	
2	Emporia State University June Coleman 1 Kellogg Circle, Campus Box 4014 Emporia, KS 66801 620-341-5407 Handshake.com	Yes	
3	Fort Hays State University Center for Student Success 600 Park Street Hays, KS 67601 785-628-4260 Handshake.com	No	
4	Kansas State University Debbie Owens 705 N. 17th Street Manhattan, KS 66506 785-532-6890 Handshake.com	Yes	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
5	Pittsburg State University Kim Hull 1701 S. Broadway Pittsburg, KS 66762 620-235-4143 Handshake.com	Yes	
6	University of Kansas Steven Rottinghaus School of Journalism, Stauffer-Flint Hall 1435 Jayhawk Boulevard Lawrence, KS 66045 785-864-7630 Handshake.com	Yes	3
7	Washburn University Kent McAnally 1700 SW College Ave. Topeka, KS 66621 785-670-1450 Handshake.com	Yes	1
8	Allen County Community College Shellie Regehr Human Resources Specialist Iola Campus 1801 N. Cottonwood Iola, KS 66749 620-901-6299 Handshake.com	Yes	

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 12345 College Blvd. Overland Park, KS 66210 www.iccc.edu/about/leadership-governance/administration/human-resources/careers.html 913-469-3870 Handshake.com	Yes	
10	Kansas City Kansas Community College Linda Wyatt 7250 State Ave. Kansas City, KS 66112 913-334-1100 Handshake.com	Yes	
11	Butler County Community College Director, Career Services 901 S Haverhill Rd El Dorado, KS 67042 316-322-3294 Handshake.com	No	
12	Dodge City Community College Kristi Ohlschwager 2501 N 14 th St Dodge City, KS 67801 620-227-9201 Handshake.com	No	
13	Pratt Community College 348 NE SR 61 Pratt, KS 67124 620-450-2135 Handshake.com	Yes	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	AARP of Kansas Janet Clearwater 6220 SW 29 th St Suite 300 Topeka, KS 66603 866-448-3619 ksaarp@aarp.org	Yes	
15	KS Association of Broadcasters 214 SW 6th Ave #300 Topeka, KS 66603 785-235-1307 allison@kab.net	No	
16	TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800-374-0119 info@tvjobs.com	No	
17	Wichita State University Frankie Brown 1845 Fairmount Wichita, KS 67260 316 -978-3456 Handshake.com	No	
18	University of Missouri 105 Hill Hall Columbia, MO 65211 573-882-5069 Handshake.com	No	
19	Hastings College Kimberly Graviette 710 N Turner Ave. Hastings, NE 68901 402-461-7387 Handshake.com	Yes	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
20	Northwest Missouri State University 800 University Drive Administration Building Room #130 Maryville, MO 64468-6001 844-890-9304 Handshake.com	No	
21	Kansas Newman 3100 McCormick Wichita, KS 67213-2097 913-942-4291 Handshake.com	No	
22	Cloud County Community College Brenda Hanson, Director 2221 Campus Dr. Concordia, KS 66901 800-729-5101 Handshake.com	Yes	
23	William Jewell College 500 College Hill Liberty, MO 64068 816-781-7700 Handshake.com	No	
24	Missouri Western 4525 Downs Drive St. Joseph, MO 64507 816-271-4292 Handshake.com	No	
25	Friends University 2100 W University Ave. Wichita, KS 67213 800-794-6945 Handshake.com	Yes	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
26	Topeka Workforce Center/Kansas Works 1430 SW Topeka Blvd Topeka, KS 66612 785-235-5627	Yes	
27	Indeed.com 177 Broad Street, 6 th Floor Stamford, CT 06901 James Naglieri 800-462-5842	No	10
28	Gray Media Group Inc. 4370 Peachtree Road NE Atlanta, GA 60613 470-225-5416 jobs@gray.tv	Yes	43
29	WIBW Internal Candidate	No	7
30	EMPLOYEE REFERRAL	No	3
31	LINKED IN		
	<i>TOTAL INTERVIEWEES OVER REPORTING PERIOD</i>		68

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO TRAINING	On February 17, 2022, our Chief Engineer and Office Manager participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein.
2	INTERNSHIP PROGRAM	A news release is posted on Handshake reminding the public of the Future Focus Intern program offered by Gray Television Group Inc for paid internships. We had four interns within the period February 1, 2022 – January 31, 2023.
3	JOB FAIR	On February 16, 2022, our News Director participated in a job fair held at Washburn University.
4	JOB FAIR	On March 3, 2022, our Digital Content Manager and News Director participated in a job fair held at the University of Kansas.
5	JOB FAIR	On October 20, 2022, our News Director participated in a job fair held at the University of Kansas.
6	JOB SHADOW	A senior at Seaman High School, Topeka, KS did a job shadow in the newsroom every Tuesday September 13 through November 29, 2022.