

WIBW-TV
EEO PUBLIC FILE REPORT
2/1/2021 to 1/30/2022

1. VACANCY LIST

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/Producer	1-11,14,15,18,21,29-34,38,39, 41,42,46-49,53	53
Weekend Sports Anchor	1-11,14,15,18,21,29-34,38,39, 41,42,46-49,53	33
Meteorologist	1-11,14,15,18,21,29-34,38,39, 41,42,46-49,53	30
Technical Media Producer	1-11,14,15,18,21,29-34,38,39, 41,42,46-49,53	32

WIBW-TV
EEO PUBLIC FILE REPORT
02/1/2021-01/30/22

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@bakerU.edu Long Student Center, 2nd floor Baldwin City, KS 66006 785-594-8435 Handshake.com	No	0
2	Emporia State University June Coleman 1 Kellogg Circle, Campus Box 4014 Emporia, KS 66801 620-341-5407 career@emporia.edu Handshake.com	Yes	0
3	Fort Hays State University Center for Student Success Ann Killebrew 600 Park Street Hays, KS 67601 785-628-4260 Handshake.com	No	0
4	Kansas State University Debbie Owens 705 N. 17th Street 148 Berney Family Welcome Center Manhattan, KS 66506 785-532-6890 Handshake.com	Yes	0
5	Pittsburg State University Kim Hull 1701 S. Broadway Pittsburg, KS 66762 620-235-4143 khull@pittstate.edu Handshake.com	Yes	0

WIBW-TV
EEO PUBLIC FILE REPORT
02/1/2021-01/30/22

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	University of Kansas Steven Rottinghaus School of Journalism, Stauffer-Flint Hall 1435 Jayhawk Boulevard Lawrence, KS 66045 785-864-7630 ucc@ku.edu	Yes	1
7	Washburn University Kent McAnally 1700 SW College Ave. Topeka, KS 66621 785-670-1450 washburnu@edu Handshake.com	Yes	0
8	Allen County Community College Shellie Regehr Human Resources Specialist Iola Campus 1801 N. Cottonwood Iola, KS 66749 620-901-6299 hr@allenc.edu	Yes	0
9	Johnson County Community College 12345 College Blvd. Overland Park, KS 66210 www.jccc.edu/about/leadership-governance/administration/human-resources/careers.html 913-469-3870 Cgard@jccc.edu	Yes	0
10	Kansas City Kansas Community College Linda Wyatt 7250 State Ave. Kansas City, KS 66112 913-334-1100 hr@kckcc.edu	Yes	0

WIBW-TV
EEO PUBLIC FILE REPORT
02/1/2021-01/30/22

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	Butler County Community College Aletra Chaney-Profit Director, Career Services 901 S Haverhill Rd El Dorado, KS 67042 316-322-3294 achaneyprofit@butlercc.edu Handshake.com	No	0
12	DeVry University – Kansas City Campus Gerry Ellis 500 East 112 th St Kansas City, MO 64131 816-221-1300	No	0
13	Dodge City Community College Kristi Ohlschwager 2501 N 14 th St Dodge City, KS 67801 620-227-9201 kohlschwager@dc3.edu	No	0
14	Pratt Community College Amy Jackson 348 NE SR 61 Pratt, KS 67124 amyj@prattcc.edu 620-450-2135	Yes	0
15	Gray Television, Inc. 4370 Peachtree Road NE Atlanta, GA 60613 470-225-5416 Jobs@gray.tv	No	0
16	National Association of Broadcasters Employment Clearinghouse 1 M Street SE Washington, DC 2003 202- 429-5300	No	0

WIBW-TV
EEO PUBLIC FILE REPORT
02/1/2021-01/30/22

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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 Janet Clearwater 6220 SW 29 th St Suite 300 Topeka, KS 66603 866-448-3619 ksaarp@aarp.org	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 214 SW 6th Ave #300 Topeka, KS 66603 785-235-1307 allison@kab.net	No	0
22	American Advertising Federation Attn: Tina Neal 1101 Vermont Ave, NW Suite 500 Washington, DC 20005-6306 202-898-0089	No	0
23	Topeka Capital Journal 616 SE Jefferson Topeka, KS 6660 785-295-1122	No	0
24	Lawrence Journal World 609 New Hampshire Lawrence, KS 66044 785-843-1000	No	0

WIBW-TV
EEO PUBLIC FILE REPORT
02/1/2021-01/30/22

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Kansas City Star 1729 Grand Blvd. Kansas City, MO 64108 816-234-4000	No	0
26	Spots 'N' Dots 167 Oakdale Road Johnson City, NY 13790 888-884-2630 Issues@spotsndots.com	No	0
27	Broadcasting & Cable 360 Park Ave South 14 th floor New York, NY, 10010 646-746-6949	No	0
28	Television Week 6500 Wilshire Blvd Suite 2300 Los Angeles, CA 90048 323-370-2415	No	0
29	Media Line RWI Digital Communications 913-217-0685 info@reelmediagroup.com	No	0
30	TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800-374-0119 info@tvjobs.com	No	1
31	Walk-In Candidate	No	0
32	WIBW Staff Referral	No	1
33	WIBW Internal Candidate	No	2
34	Station Website: www.wibw.com	No	0
35	Northwestern University Medill School of Journalism 1845 Sheridan Rd. Evanston, IL 60208-2101 847-467-7930	No	0

WIBW-TV
EEO PUBLIC FILE REPORT
02/1/2021-01/30/22

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	Society of Broadcast Engineers Holly Essex 9102 North Meridian St., Suite 150 Indianapolis, IN 46260 317-846-9000	No	0
37	Wichita State University Frankie Brown 1845 Fairmount Wichita, KS 67260 316 -978-3456 Handshake.com	No	0
38	University of Missouri Kristel Schlemper 105 Hill Hall Columbia, MO 65211 573-882-5069 Handshake.com schlemper@missouri.edu	No	0
39	Nebraska College Recruiting Consortium/ Hastings College Kimberly Graviette 710 N Turner Ave. Hastings, NE 68901 402-461-7387 Handshake.com	Yes	0
40	Northwest Missouri State University 800 University Drive Administration Building Room #130 Maryville, MO 64468-6001 844-890-9304	No	0
41	Kansas Newman 3100 McCormick Wichita, KS 67213-2097 913-942-4291 Handshake.com	No	0
42	Cloud County Community College Brenda Hanson, Director 2221 Campus Dr. Concordia, KS 66901 800-729-5101 bhanson@cloud.edu	Yes	0

WIBW-TV
EEO PUBLIC FILE REPORT
02/1/2021-01/30/22

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
43	McPherson College 1600 E. Euclid McPherson, KS 620-242-0436 yowells@mcpherson.edu	No	0
44	William Jewell College 500 College Hill Liberty, MO 64068 816-781-7700 careerdevelopment@william.jewell.edu	No	0
45	Missouri Western 4525 Downs Drive St. Joseph, MO 64507 816-271-4292 Ktaylor19@missouriwestern.edu	No	0
46	Friends University 2100 W University Ave. Wichita, KS 800-794-6945 career@sterling.com Handshake.com	Yes	0
47	Hutchinson Community College Betty Ann Kelly 1300 N. Plum Hutchinson, KS 67501 620-665-3500	No	0
48	Colby Community College Attn: Human Resources 1255 S Ranger Avenue Colby, KS 67701 785-462-3984	No	0
49	Topeka Workforce Center/Kansas Works Liz Pruitt 1430 SW Topeka Blvd 785-235-5627 Pamela.hann@ks.gov	Yes	0
50	Atchison Workforce Center Tim Brundgart 818 Kansas Atchison, KS 66002 913-367-1740	No	0

WIBW-TV
EEO PUBLIC FILE REPORT
02/1/2021-01/30/22

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
51	Manhattan Workforce Center 205 S 4 th Avenue, Suite 1A Manhattan, KS 66502 785-539-5691	No	0
52	Express Personel 2300 SW 29 th , Suite 100 Topeka, KS 66611 Diana Ramirez 785-267-3773	No	0
53	<u>indeed.com</u> <u>177 Broad Street, 6th Floor</u> <u>Stamford, CT 06901</u> <u>James Naglieri</u> <u>800-462-5842</u>	No	1
	<u>Total Number of Interviewees over a 12-month period</u>		6

WIBW-TV
EEO PUBLIC FILE REPORT
02/1/2021-01/30/22

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in at least 4 job fairs. Station personnel who have substantial responsibility in making hiring decisions must be involved in such activities.	<ol style="list-style-type: none"> 1. On February 17th, 2021, WIBW-TV's assistant News Director attended a "virtual" career fair given by Washburn University. 2. On March 4th, 2021, WIBW-TV's assistant News Director attended a "virtual" career fair given by the University of Kansas' School of Journalism. 3. On September 16th, 2021, WIBW-TV's assistant News Director attended a "virtual" career fair given by Washburn University. 4. On October 21st, 2021, WIBW-TV's assistant News Director/6pm and 10pm anchor attended a career fair given by the University of Kansas' School of Journalism.
2	Listing of every Upper-Level Job opening in a Job Bank or Newsletter	<ol style="list-style-type: none"> 1. WIBW-TV disseminates all job vacancies notices, including upper-level positions to Handshake, a free web-site with a broad-based membership, including the participation of women and minorities.
3	Provide training to management level personnel as to the methods of ensuring equal opportunity and preventing discrimination.	<ol style="list-style-type: none"> 1. WIBW TV's General Manager attended an Employment seminar sponsored by the Kansas Association of Broadcasters on Monday, October 4, 2021, during the Annual KAB Convention in Wichita. This session examined the steps organizations need to consider when building a diversity strategy, with tips on how to create a business case and how to build a customized diversity plan for a broadcast station.
4	Participate in events or programs sponsored by Educational Institutions relating to Careers in Broadcasting	<ol style="list-style-type: none"> 1. During the Fall semester, 2021, a WIBW-TV account executive taught 4 classes at Washburn University's School of Business. He discussed his job, the requirements needed to apply for a position, and WIBW-TV's Digital Marketing products. 2. On November 12th, 2021, WIBW-TV's morning and noon meteorologist spoke to a group of students at Lebo Senior High School. He discussed his education and requirements needed to apply for an open position. 3. On August 17th, 2021, a WIBW-TV photographer/morning reporter, spoke to a group at the Sertoma Club of Topeka. He talked about his current television job and his previous job at the Topeka-Capital-Journal newspaper. 4. On October 28th, 2021, WIBW-TV's 6 and 10pm main anchor, was named a "Woman of Influence", nominated

WIBW-TV
EEO PUBLIC FILE REPORT
02/1/2021-01/30/22

		<p>by the GO Topeka Minority and Business Development organization. At her acceptance speech, she talked about her decision to choose a career in journalism and the opportunities she's had to help the Topeka community.</p>
--	--	--