

# EEO PUBLIC FILE REPORT

2/01/18-01/31/19

## 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
Weekend Producer	1-11,14,15,18,21,32-37,41,42,44-49,52,54,55,57	35
Weekend Sports Anchor/Reporter	1-11,14,15,18,21,32-37,40-42,44-47,49,52,54,55,57	15
Sports Director	1-11, 14,15,18,21,32-37,40-42,44-47,49,52,54,55,57	35
Multi-Media Journalist	1-11,14,15,18,21,32-37,40-42,44-47,49,52,57	37
Multi-Media Journalist	1-11,14,15,18,21,32-37,40-42,44-47,49,52,57	15
Overnight Producer	1-11,14,15,18,21,22,32-37,40-42,44-47,49,52,57	37
Weekend Producer	1-11, 14,15,18,21,22,32-37,40-42,44-47,49,52,57	57

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Baker University Susan Wade 618 Eighth Street Baldwin City, KS 66006 785-594-8435 <a href="https://www.collegecentral.com/bakeru">https://www.collegecentral.com/bakeru</a>	No	0
2	Emporia State University June Coleman 1 Kellogg Circle, Campus Box 4014 Emporia, KS 66801 620-341-5407 <a href="http://joinhandshake.com">joinhandshake.com</a>	Yes	0
3	Fort Hays State University Ann Killebrew 600 Park Street Hays, KS 67601 785-628-4260 <a href="http://joinhandshake.com">joinhandshake.com</a>	No	0
4	Kansas State University Jennifer Brantley 100 Holtz Hall Manhattan, KS 66506 785-532-6506 <a href="http://joinhandshake.com">joinhandshake.com</a>	Yes	0
5	Pittsburg State University David Hogard 1701 S. Broadway Pittsburg, KS 66762 620-235-4143 <a href="http://myinterfase.com/gorillas/employer/">myinterfase.com/gorillas/employer/</a>	No	0
6	University of Kansas Steven Rottinghaus 1300 Sunnyside Ave., Summerfield Hall, Room 206 Lawrence, KS 66045 785-864-3624 <a href="mailto:kucareer@ku.edu">kucareer@ku.edu</a>	Yes	0

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7	Washburn University Kent McAnally 1700 SW College Ave. Topeka, KS 66621 785-670-1450 <b>joinhandshake.com</b>	Yes	0
8	Allen County Community College Denice Stahl 1801 N. Cottonwood Iola, KS 66749 620-365-5116 ext 299 <b>stahl@allence.edu</b>	Yes	0
9	Johnson County Community College 12345 College Blvd. Overland Park, KS 66210 913-469-8500 ext 3635 <b>cgard@jccc.edu</b>	Yes	0
10	Kansas City Kansas Community College Linda Wyatt 7250 State Ave. Kansas City, KS 66112 913-334-1100 <b>ppeterson@kckcc.edu</b>	Yes	0
11	Butler County Community College Vicki Long 901 S Haverhill Rd El Dorado, KS 67042 316-322-3152 <b>johman@butlercc.edu</b>	No	0
12	DeVry University – Kansas City Campus Gerry Ellis 500 East 112 <sup>th</sup> St Kansas City, MO 64131 816-221-1300	No	0
13	Dodge City Community College Renee Simon 2501 N 14 <sup>th</sup> St Dodge City, KS 67801 620-227-9399 <b>rsimon@dc3.edu</b>	No	0

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14	Pratt Community College Amy Jackson 348 NE SR 61 Pratt, KS 67124 620-672-5641 ext 139 <b>amyj@prattcc.edu</b>	Yes	0
15	Gray Television Station Group WSAW-TV Dottie Boudreau 1114 Grand Avenue Wausau, WI 54403 (715) 845-4211 <b>jobs@gray.tv</b> <i>Source sends postings to other Gray stations.</i>	No	2
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 Janet Clearwater 555 S. Kansas Ave Suite 201 Topeka, KS 66603 866-448-3619 <b>jcwater@aarp.org</b>	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 <sup>nd</sup> St. Room 2520 New York, NY 10165-2520 212-661-8528	No	0

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21	KS Association of Broadcasters Kent Cornish 1916 SW Sieben Ct. Topeka, KS 66611 785-235-1307 <b>kab.net</b>	No	1
22	No Longer Available (Fort Riley ACAP)	No	0
23	No Longer Available (Salina Job Service)	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 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	No Longer Available (Spots "N" Dots)	No	0
30	No Longer Available (Broadcasting & Cable)	No	0
31	No Longer Available (Television Week)	No	0
32	Media Line Mark Shilstone 2515 Sparrow Crest Dr. Katy, TX 77494 913-217-0685 now posted by <b>jobs@gray.tv</b>	No	0

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33	TVJobs Mark C. Holloway Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800-374-0119 now posted by <b>jobs@gray.tv</b>	No	0
34	Walk-In Candidate	No	0
35	WIBW Staff Referral	No	2
36	WIBW Internal Candidate	No	1
37	Station Website: <a href="http://www.wibw.com">www.wibw.com</a>	No	2
38	Northwestern University Medill School of Journalism 1845 Sheridan Rd. Evanston, IL Desiree Hanford (847) 467-7930	No	0
39	Society of Broadcast Engineers Holly Essex 9102 North Meridian St., Suite 150 Indianapolis, IN 46260 (317) 846-9000	No	0
40	Wichita State University Frankie Brown 1845 Fairmount Wichita, KS 67260 (316) 978-3456 <b>joinhandshake.com</b>	No	0
41	University of Missouri peiterl/missouri.edu 76 Gannett Hall Columbia, MO 65211 (573) 882-0373 <b>joinhandshake.com</b>	No	0
42	Nebraska College Recruiting Consortium/Hastings College Kimberly Graviette 710 N Turner Ave. Hastings, NE 68901 (402) 461-7387 <b>kgraviette@hastings.edu</b>	Yes	0

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43	Northwest Missouri State University Renee Riedel 800 University Drive Administration Building Room #130 Maryville, MO 64468-6001 662-560-1250	No	0
44	Kansas Newman 3100 McCormick Wichita, KS 67213 913-942-4291 <a href="http://collegecentral.com/newman/Employer">collegecentral.com/newman/Employer</a>	No	0
45	Cloud County CC Brenda Hanson, Director 2221 Campus Dr. Concordia, KS 66901 800-729-5101 <a href="mailto:bhanson@cloud.edu">bhanson@cloud.edu</a>	Yes	0
46	McPherson College 1600 E. Euclid McPherson, KS 620-242-0436 <a href="mailto:yowells@mcpherson.edu">yowells@mcpherson.edu</a>	No	0
47	William Jewell College 500 College Hill Liberty, MO 64068 816-781-7700 <a href="mailto:careerdevelopment@william.jewell.edu">careerdevelopment@william.jewell.edu</a>	No	0
48	Missouri Western 4525 Downs Drive St. Joseph, MO 64507 816-271-4292 <a href="mailto:ktaylor@missouiwestern.edu">ktaylor@missouiwestern.edu</a>	No	0
49	Friends University 2100 W University Ave. Wichita, KS 800-794-6945 <a href="http://collegecentral.com/friends/">collegecentral.com/friends/</a>	Yes	0
50	Hutchinson Community College Betty Ann Kelly 1300 N. Plum Hutchinson, KS 67501 620-665-3500	No	0
51	Colby Community College Joe Vyzouvek 1255 S Ranger Avenue Colby, KS 67701 785-462-3984	No	0

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52	Topeka Workforce Center Liz Pruitt 1430 SW Topeka Blvd 785-235-5627 <b>Pamela.hann@ks.gov</b>	Yes	0
53	Atchison Workforce Center Tim Brundgart 818 Kansas Atchison, KS 66002 913-367-1740	No	0
54	Manhattan Workforce Center 205 S 4 <sup>th</sup> Avenue, Suite 1A Manhattan, KS 66502 785-539-5691	No	0
55	No Longer Available (NAACP)	No	0
56	Express Personnel 2300 SW 29 <sup>th</sup> , Suite 100 Topeka, KS 66611 Diana Ramirez 785-267-3773	No	0
57	Indeed 177 Broad Street, 6 <sup>th</sup> Floor Stamford, CT 06901 James Naglieri 800-462-5842 <b>posted by jobs@gray.tv</b>	No	4
	<b><u>Total Number of Interviewees over a 12-month period</u></b>		<b>12</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>	Internship program	WIBW-TV actively participates with local and surrounding educational institutions to provide internships to students interested in future employment in broadcasting. Students receive academic credit for their work. Our station hosted 1 intern in the News Department from Topeka Seaman High School, during the Spring of 2018.
<b>2</b>	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 on-going 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: <ol style="list-style-type: none"><li>1. On November 7<sup>th</sup>, a group of students from Holton High School's Video Production Class toured the station.</li><li>2. On November 28<sup>th</sup>, a group of computer tech students and instructors from Ottawa Middle School toured the station.</li><li>3. On December 5<sup>th</sup>, a group of students from Oskaloosa High School toured the station and watched our Noon newscast.</li></ol>
<b>3</b>	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 on-going policy of allowing students from area schools and universities to job shadow station personnel, giving students the opportunity to learn about careers in broadcasting. <ol style="list-style-type: none"><li>1. During the Fall of 2018, a student from Topeka Seaman High School shadowed a reporter.</li><li>2. On March 24<sup>th</sup>, a student from Topeka West High School shadowed our Weekend Meteorologist.</li></ol>

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4	Participate in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<ol style="list-style-type: none"><li>1. On February 9<sup>th</sup>, WIBW participated in a career fair at Seaman High School, giving presentations to students about future career options.</li><li>2. On April 3<sup>rd</sup>, two WIBW reporters participated in the Kansas Association of Broadcasters annual student seminar and career fair. The event gives high school and college students information on what jobs are available and advice on the best way to prepare for them.</li><li>3. On June 7<sup>th</sup>, a WIBW meteorologist spoke with students of Southern Lyon County High School about his work.</li><li>4. On October 17<sup>th</sup>, a WIBW photographer talked to students at a Washburn Middle School Career Fair about his job, and how he got into the television industry.</li></ol>
5	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"><li>1. On February 14<sup>th</sup>, our News Director attended the Spring Career Fair sponsored by Washburn University.</li><li>2. On March 7<sup>th</sup>, our News Director attended the Spring Career Fair sponsored by the University of Kansas.</li><li>3. On March 8<sup>th</sup>, our News Director attended the Spring Career Fair sponsored by Kansas State University.</li><li>4. On September 12<sup>th</sup>, our News Director attended the Fall Career Fair sponsored by Washburn University.</li><li>5. On September 19<sup>th</sup>, our News Director attended the Fall Career Fair sponsored by Kansas State University.</li></ol>