

WIBW-FM, WIBW-AM
EEO PUBLIC FILE REPORT
February 1, 2010 through January 31, 2011

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
Traffic Director	1-15, 17-23, 25-26, 28-32	13
Sales Representative	1-12, 14-15, 17-23, 25-26, 28-32	32
Promotions Director	1-15, 17-23, 25-26, 28-30, 32-34	34
Receptionist	1-12, 14-15, 17-23, 25-26, 28-30	1

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Radio Works Job Link Jeremy Lamb 1210 SW Executive Drive Topeka, Ks 66615 Phone: 785-228-7255 www.radioworksjoblink.com	N	2
2	On-Air Announcements	N	2
3	Ks Association of Broadcasters 1916 SW Sieben Court Topeka, Ks 66611 www.kab.net Phone: 785-235-1307	N	0
4	Hutchinson Community College Betty Ann Kelly 1300 N. Plum Hutchinson, Ks 67501 Phone: 620-665-3500	Y	0
5	Colby Community College / KTCC FM Joe Vyzouvek 1255 S. Range Avenue Colby, Ks 67701 Phone: 785-462-3984	Y	0
6	Kansas State University Lucy Kollhoff Career Services 2310 Centennial Road Salina, Ks 67401 Phone: 785-826-2600	Y	0
7	Butler County Community College Dr. Keith West 901 S. Haverhill Road El Dorado, Ks 67042 Phone: 620-767-5158	Y	0
8	Salina Workforce Center Bud Sullivan 203 N. 10 th St Salina, Ks 67401 Phone: 785-827-0385	Y	0
9	Friends University Shera Jones 2100 W University Street Wichita, Ks 67213 https://friends-csm.symplicity.com/	Y	0

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10	Dodge City Community College / KDCC John Ewy 2501 N. 14 th Street Dodge City, Ks 67801 Phone: 620-225-0186	Y	0
11	Fort Hays State University Mark Bannister 600 Park Street Hays, Ks 67601 Phone: 785-628-3478	Y	0
12	Topeka Workforce Center Liz Pruitt 1430 SW Topeka Blvd. Topeka, Ks 66612 Phone: 785-235-5627	Y	0
13	Employee Referral	N	2
14	All Access www.allaccess.com	N	1
15	Heartland Works Career Services 5020 SW 28 th Street, Suite 100 Topeka, Ks 66614 Phone: 785-234-0500	N	0
16	Walk – In / Self Referral	N	0
17	Washburn University Online Judy Smith 1700 SW College Ave, Morgan Hall 122 Topeka, Ks 66621 www.myinterfase.com/washburn/job.aspx	Y	0
18	Atchison Workforce Center Tim Brungardt 818 Kansas Atchison, Ks 66002 Phone: 913-367-1740	Y	0
19	Baker University Kelly Burns PO Box 65 Baldwin City, Ks 66006 http://www.collegecentral.com/bakeru	Y	0
20	Kansas State University – Manhattan Rachel Ward Bishop 100 Holtz Hall Manhattan, Ks 66506-1701 http://www.k-state.edu/ces/employers/cesaccount.htm	Y	2

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21	Kansas University – Lawrence Career Services Liz Caldwell 110 Bridge Union Lawrence, Ks 66045 https://ku-csm.symplicity.com/employers/index.php	Y	1
22	Lawrence Workforce Center Career Services 2540 Iowa, Suite R Lawrence, Ks 66045 Phone: 785-840-9675	N	0
23	Manhattan Workforce Center Terry Umscheid McAfee 205 S. 4 th Avenue, Suite 1A Manhattan, Ks 66502 Phone: 785-539-5691	Y	0
24	Radio Grit On-line Classifieds www.radiogrit.com	N	0
25	Emporia State University 1200 Commercial Emporia, Ks 66801 Phone: 620-341-1200 www.emporia.edu/career	N	0
26	Wichita State University 1845 Fairmont Wichita, Ks 67260 Phone: 316-978-3456 www.wichita.edu/career	N	0
27	Sales Job www.salesjob.com	N	0
28	ACLU 3601 Main Street Kansas City, Mo 64111 Phone: 816-756-3113	N	0
29	Community Action Thea Warren and/or Mike Bell 1000 SE Hancock Avenue Topeka, Ks 66604 Phone: 785-235-9296	Y	0
30	NAACP 501 SE Jefferson, Suite 31 Topeka, Ks 66607 naactopeka1@att.net	Y	0
31	Non-employee Referral	N	0
32	Topeka Capital Journal / cjonline.com Teri Benson www.teri.benson@morris.com	N	13

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33	Wichita Eagle Ashley Peterson www.kansas.com (316) 268-6420	N	0
34	Internal Candidate	N	1
Total Interviewees Over Reporting Period			24

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Sponsor internship program.	During the reporting period our SEU hosted a student intern from Washburn University in Topeka, Ks. Working primarily in the AM Programming Department, the intern also had the opportunity to visit and observe the daily workings of each station.
2	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting.	On June 10, 2010 our SEU hosted a station tour for twenty college students and four adults from the K-State Animal Science Leadership Academy. Students were given “behind the scenes” access to our studios and were able to ask questions of station personnel. Station participants included the Farm/Ag Editor.
3	Establish a training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	During the reporting period our SEU participated in a Leadership development course through LeadershipMORRIS 2010 program over a six month timeframe for Department Heads. Courses included: Team Management, Difficult Interaction, Change Resilience, Strategic Thinking, and Communicating a Compelling Vision.
4	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting.	On November 19, 2010 our SEU hosted a station tour for eighteen dietetic interns from the Kansas Beef Council. Interns were given “behind the scenes” access to our studios and were able to ask questions of station personnel. Station participants included the Farm/Ag Editor & On-Air Staff.
5	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting.	On November 05, 2010 our SEU participated in a panel discussing internship, broadcasting positions, the media industry to a group of broadcast journalism students at Washburn University. Station Participants included AM Program Director, FM Program Director & On-Air Staff.