

WIBW-FM, WIBW-AM
EEO PUBLIC FILE REPORT
February 1, 2009 through January 31, 2010

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
Sales Representative	1-26, 28-31	31
Traffic Director	1-15, 17-26, 28-30, 32	32
Sales Representative	1-12, 14-15, 17-26, 28-30, 32	2
Sales Representative	1-15, 17-26, 28-30, 32	13
Sales Representative	1-12, 14-15, 17-23, 25-26, 28-32	32

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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	Radio Works Job Link Jeremy Lamb 1210 SW Executive Drive Topeka, Ks 66615 Phone:785-228-7255 <i>www.radioworksjoblink.com</i>	N	9
2	On-Air Announcements	N	6
3	Ks Association of Broadcasters 1916 SW Sieben Court Topeka, Ks 66611 Kent Cornish Phone:785-228-7255 <i>www.kab.net</i>	N	0
4	Hutchinson Community College Betty Ann Kelly 1300 N. Plum Hutchinson, Ks 67501 Phone:620-665-3495	Y	0
5	Colby Community College / KTCC FM Joe Vyzouvek 1255 S. Range Avenue Colby, Ks 67701 Phone:785-460-5455	Y	0
6	Kansas State University Lucy Kollhoff Career Services 2310 Centennial Road Salina, Ks 67401 Phone:785-826-2659	Y	0
7	Butler County Community College Dr. Keith West 901 S. Haverhill Road El Dorado, Ks 67042 Phone:316-322-3194	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 Phone:316-295-5832	Y	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
10	Dodge City Community College / KDCC John Ewy 2501 N. 14 th Street Dodge City, Ks 67801 Phone:620-225-6783	Y	0
11	Fort Hays State University Mark Bannister 600 Park Street Hays, Ks 67601 Phone:785-628-5373	Y	0
12	Topeka Workforce Center Liz Pruitt 1430 SW Topeka Blvd. Topeka, Ks 66612 Phone:785-235-5627	Y	1
13	Employee Referral	N	2
14	All Access website: <i>www.allaccess.com</i>	N	0
15	Heartland Works Career Services Arlene Ockwood 5020 SW 28 th Street, Suite 100 Topeka, Ks 66614 Phone:785-234-0500	N	0
16	Walk – In / Self Referral	N	1
17	Washburn University Online Judy Smith 1700 SW College Ave, Morgan Hall 122 Topeka, Ks 66621 Phone:785-670-1450	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 Phone:785-594-8563	Y	0
20	Kansas State University – Manhattan Rachel Ward Bishop 100 Holtz Hall Manhattan, Ks 66506-1701 Phone:785-532-2643	Y	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
21	Kansas University – Lawrence Career Services Liz Caldwell 110 Bridge Union Lawrence, Ks 66045 Phone:785-864-3624	Y	0
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:	N	0
25	Emporia State University website: <i>www.emporia.edu/career</i>	N	0
26	Wichita State University website: <i>www.wichita.edu/career</i>	N	0
27	Sales Job website: <i>www.salesjob.com</i>	N	0
28	ACLU Mary Bata 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:785-235-9561	Y	0
30	NAACP 501 SE Jefferson, Suite 31 Topeka, Ks 66607 <i>Revd letter back 03/02/09</i> Phone:785-266-2227	Y	0
31	Non-Employee Referral	N	2
32	Topeka Capital Journal website: <i>www.cjonline.com</i>	N	16
33	Wichita Eagle Ashley Peterson PO Box 820 Wichita, Ks 67201 <i>www.kansas.com</i> (316) 268-6420	N	0
Total Interviewees Over Reporting Period:			37

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program.	During the reporting period (8/17-12/09) our SEU hosted a student intern from Washburn University in Topeka, Ks. Working primarily in the Promotions Department, the intern also had the opportunity to visit and observe the daily workings of each station.
2	Participate in event/program sponsored by educational institution relating to careers in broadcasting.	On February 10, 2009 our SEU hosted a station tour for thirteen students from Rossville High School (USD 321) in Rossville, Ks. Students were given "behind the scenes" access to our studios and were able to ask questions of station personnel. Station participants included the Promotions Assistant.
3	Participate in event/program sponsored by educational institution relating to careers in broadcasting.	On April 6, 2009 three employees of our SEU participated in the KAB Student Seminar Round Table discussions for broadcast professionals at the Topeka Ramada. Station participants included Promotions Director, News Director and Director of Engineering .
4	Internship program.	During the reporting period (01/19-05/06) our SEU hosted a student intern from Washburn University in Topeka, Ks. Working primarily in the Sales/Marketing Department, the intern also had the opportunity to visit and observe the daily workings of each station.
5	Internship program.	During the reporting period (06/01-07/21) our SEU hosted a student intern from Kansas State University in Manhattan, Ks. Working primarily in the AM Programming (News & Sports) Department, the intern also had the opportunity to visit and observe the daily workings of each station.
6	Internship program.	During the reporting period (06/09-12/09) our SEU hosted a student intern from Washburn University in Topeka, Ks. Working primarily in the AM Programming (News & Sports) Department, the intern also had the opportunity to visit and observe the daily workings of each station.
7	Internship program.	During the reporting period (01/09-04/09) our SEU hosted a student intern from Washburn University in Topeka, Ks. Working primarily in the Promotions Department, the intern also had the opportunity to visit and observe the daily workings of each station.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Participate in event/program sponsored by educational institution relating to careers in broadcasting.	On March 31, 2009 an on air personality from our SEU attended a Boys Scout meeting for Pack 12 to discuss the radio broadcasting business in a forum titled "What I Want To Do When I Grow Up". The forum was held at the Nazarene Church, located on 35 th & Wanamaker.
9	Participate in event/program sponsored by educational institution relating to careers in broadcasting.	On April 16, 2009 our SEU hosted a station tour for fifteen students from Landon Middle School in Topeka, Ks. Students were given "behind the scenes" access to our studios and were able to ask questions of station personnel. Station participants included the Promotions Assistant.