

KAKE-TV, KUPK-TV, KLBY-TV
EEO PUBLIC FILE REPORT
February 1, 2017 to January 31, 2018

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
Photojournalist	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 62	62
Account Executive	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 63	63
Master Control Operator / Director	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 63	60
Producer	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 62	62
Meteorologist	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 62, 63	62
Creative Services Director	1 - 11, 13 - 43, 45 - 47, 49 - 60	37
Producer	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 62	62
Photojournalist	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 62	62
Multi-Media Journalist	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 62	62
Photojournalist	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 62	62
Commercial Media Producer	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 62	60

Please see Section II for specific information concerning sources that are entitled to receive job notifications. Job outreach efforts conducted during the reporting period utilized all sources that were entitled to receive job notifications of the relevant type at the time of outreach.

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See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Photographer / Editor	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60	52
Photojournalist	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60	52
Producer	1 - 11, 13 - 36, 38 - 43, 45 - 47, 49 - 60, 62	62

Please see Section II for specific information concerning sources that are entitled to receive job notifications. Job outreach efforts conducted during the reporting period utilized all sources that were entitled to receive job notifications of the relevant type at the time of outreach.

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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 Susan Wade 618 Eighth St. Baldwin City, KS 66006 785-594-6451	No	0
2	Barton County Community College Judy Jacobs 245 NE 30 th Road Great Bend, KS 67530 620-792-9349	No	0
3	Bethel College Marla Krell 300 East 27 th Street North Newton, KS 67117 316-284-5326	No	0
4	Breakthrough Club Katie Gibbons P O Box 47563 Wichita, KS 67201-7563 316-269-2402	Yes	0
5	Broadcast Center John Carroll, Broadcast Center St. Louis, MO placement@broadcastcenterinfo.com	Yes	0
6	Butler County Community College Jessica Ohman 901 S. Haverhill Road El Dorado, KS 67042 316-322-3231	No	0
7	Central Community College John Brooks P O Box 1024 Hastings, NE 68902-1024 402-461-2580	No	0
8	City of Wichita Susan K. Leiker City Hall, 455 N. Main, 2 nd Floor Wichita, KS 67202 316-268-4531	Yes	0
9	Cloud County Community College Brenda Hanson 2221 Campus Drive Concordia, KS 66901-1002 785-243-1435	No	0
10	Coffeyville Community College Kelli Bauer 400 W. 11 th Street Coffeyville, KS 67337 620-251-7700	No	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
11	Colby Community College Patty Mead 1255 S. Range Colby, KS 67701 785-462-3984	No	0
12	Collective Talent Michael Bille 1721 Richardson Place Tampa FL 33606 www.collectivetalent.com	No (Must Pay for Ad)	0
13	Columbia College Dave Mason 600 S. Michigan Ave. Chicago, IL 60605 312-369-8612	Yes	0
14	Dept for Children & Families Lolitta Tucker P O Box 1620 Wichita, KS 67201-1620 316-337-6428	Yes	0
15	Dodge City Community College Alisha Ontiberos 3004 N. 14 th Street Dodge City, KS 67801 620-227-9244	No	0
16	Emerson College Tim MacArthur 120 Boylston St. Boston, MA 02116 617-824-8433	No	0
17	Emporia State University June Coleman-Hull 1200 Commercial Street Emporia Kansas 66801 620-341-5407	Yes	0
18	Fort Hays State University Daniel B. Rice 600 Park Street Hays, KS 67601-4099 785-628-4260	Yes	0
19	Fort Riley ACAP Center Sharone Washington 212 Custer Ave., Room 101 Fort Riley, KS 66442 785-239-2068	Yes	0
20	Friends University Shera Jones 2100 W. University Street Wichita, KS 67213 316-295-5822	Yes	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	Garden City Community College Ryan Ruda 801 Campus Drive Garden City, KS 67846 620-276-9640	Yes	0
22	Hastings College Kimberly Graviette 710 N. Turner Avenue Hastings, NE 68901 402-461-7387	No	0
23	Hutchinson Community College Betty Ann Kelly 1300 North Plum Hutchinson, KS 67501 620-665-3495	Yes	0
24	Johnson County Community College 12345 College Blvd. Overland Park, KS 66210 913-469-8500	No	0
25	Kansas Association of Broadcasters Kent Cornish 1916 SW Sieben Court Topeka, KS 66611-1656 785-235-1307	Yes	3
26	Kansas City Kansas Comm. College 7250 State Avenue Kansas City, KS 66112 913-334-1100	No	0
27	Kansas State University Debbie Owens 100 Holtz Hall Manhattan, KS 66506 785-532-6506	Yes	0
28	Kansas University Patty Noland 1435 Jayhawk Blvd, Room 210 Lawrence, KS 66045 785-864-4755	Yes	0
29	Kansas Works Jill Zimmerman 203 N. 10th Salina, KS 67401 785-827-0385	Yes	0
30	KETCH Employment Services Lisa Webb 1006 E. Waterman Wichita, KS 67211 316-383-8845	Yes	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
31	McPherson College 1600 E. Euclid St. McPherson, KS 67460 800-365-7402	No	0
32	Media Line Rich Box 51909 Pacific Grove, CA 93950 800-237-8073	No	0
33	Metropolitan Community College 3200 Broadway Kansas City, MO 64111 816-604-1000	No	0
34	Missouri Western State University 4525 Downs Dr. Saint Joseph, MO 64507 816-271-4200	No	0
35	National Asso of Hispanic Journalists Kevin Olivas 1000 National Press Bldg Washington, DC 20045 202-662-7168	No	0
36	Newman University 3100 McCormick Ave. Wichita, KS 67213 316-942-4291	No	0
37	NewsCheck Media Jill Altman 24 W. Lancaster Ave., Ste. 205 Ardmore, PA 19003 610-715-9315	No (Must Pay for Ad)	3
38	Northwestern Oklahoma State University Jenny Redinger 709 Oklahoma Blvd Alva, OK 73717 580-327-8546	Yes	0
39	Ottawa University Joanna Walters 1001 S. Cedar Campus Box 10 Ottawa, Ks 66067 785-248-2352	Yes	0
40	Pittsburg State University Dr. Troy Comeau 1701 S. Broadway Pittsburg, KS 66762 620-235-4808	Yes	0
41	Senior Services/Sr Employment Program Cherie Wenderott 200 S. Walnut Wichita, KS 67213 316-267-1771	Yes	0

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42	SER Corporation Richard Lopez 1020 N. Main, Suite B Wichita, KS 67203 316-264-5372	Yes	0
43	Southwestern College Steve Kramer 100 College Street Winfield, KS 67156-2499 620-229-6267	No	0
44	Spots N Dots 1635 Old Highway 41, Ste. 112-338 Kennesaw, GA 30152 888-884-2630	No (Must Pay for Ad)	0
45	Sterling College 125 W. Cooper Sterling, KS 67579 800-346-1017	No	0
46	Tabor College Wichita Carolyn T. 7348 W 21 st Street N, Ste 117 Wichita, KS 67205 316-729-6333	Yes	0
47	TVJobs Mark C. Holloway P O Box 4116 Oceanside, CA 92052 760-754-8177	Yes	0
48	The Broadcast Image Group Larry Rickel 200 E. Grayson St., Ste. 116 San Antonio, TX 78215 210-828-6664	No (Must Pay for Ad)	0
49	Truman State University 100 E. Normal St. Kirksville, MO 63501 660-785-4000	No	0
50	Washburn University Kent McAnally 1700 College Topeka, KS 66621 785-670-1450	No	0
51	Wichita Area Technical College Jennifer Stanyer 301 South Grove Wichita, KS 67211 316-677-1065	Yes	0

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52	Wichita State University Megan Dugger 1845 N Fairmount, Campus Box 42 Wichita, KS 67260-0042 316-978-3435	Yes	3
53	Wichita Technical Institute Jeff Ranney 214 South Brunswick Wichita, KS 67209-2045 316-943-2241	Yes	0
54	Wichita Workforce Center Billy Nguyen 2021 N. Amidon, Ste. 1100 Wichita, KS 67203 316-771-6827	Yes	0
55	William Jewell College 500 College Hill Liberty, MO 64068 816-781-7700	No	0
56	WSU Media Resource Center Greg Matthias 1845 N Fairmount, Campus Box 57 Wichita, KS 67260-0057 316-978-7760	Yes	0
57	YWCA Joann Hartig 1111 N. St. Francis Wichita, KS 67214 316-263-7501	Yes	0
58	Lockwood Broadcast Group Tiffany Humphrey 3914 Wistar Road Richmond, VA 23228 804-672-6565.	No (Source send postings to other Lockwood stations)	0
59	KAKE-TV Internal Job Posting	No	5
60	KAKE-TV Station Website Paul Meister www.kake.com	No	15
61	Walk in Applicant	No	0
62	Employee Referral	No	11
63	Non-employee Referral	No	4
64	KAKE-TV on air advertisement	No	0

**TOTAL INTERVIEWEES OVER 12-MONTH PERIOD: 44
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III. RECRUITMENT INITIATIVES

#	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Establish an internship program designed to assist members of the community in acquiring skills needed for broadcast employment.	<p>KAKE-TV hosted 8 college and 2 high school interns during the reporting period. Students typically spend approximately 15 hours a week for a semester working in the news, sports, promotions, or production departments. The students receive academic credit from their school for their unpaid work. The interns assigned to the news department were supervised by Assistant News Director, Dave Grant. We had one intern interested in sports who was supervised by our Sports Director, Chase Shannon. The interns' duties included observing various day-to-day activities in the newsroom, in the field, and on the assignment desk. Each intern is assigned to shadow a position they would like to pursue, which includes news and sports reporters, producers, and photographers. Two previous interns were hired for full-time jobs at KAKE-TV during the reporting year. This year's interns were represented by the following schools:</p> <ul style="list-style-type: none"> Newton High School (1) Wichita State University (2) Cowley County Community College (1) Cloud County Community College (1) Friends University (2) Baker University (1) Valley Center High School (1) Fort Hays State University (1)
2	Participate in events sponsored by community groups interested in broadcast employment issues.	<p>1 - KAKE-TV gave 9 station tours of the KAKE studio to area schools and community groups. The participants included students and sponsors who were shown the different departments and jobs that work together to make the television station run smoothly. After the tours the participants were given time to ask questions about areas of interest and job opportunities in the various broadcasting positions at the station. Penny Lamb led the station tours. The following groups were given tours of the station:</p> <ul style="list-style-type: none"> 1 - April 7, 2017 - Harper Elementary School 3rd Grade - 25 students 2 - May 31, 2017 - KETCH (Kansas Elks Training Center for Handicapped) - 30 individuals and sponsors 3 - June 2, 2017 - Asbury Child Development - 25 school age children 4 - June 16, 2017 - Primrose School West - 12 students - Grades 5 - 12 5 - June 26, 2017 - Julie Wilson Home School - 30 students - Ages 6-15 6 - July 14, 2017 - Carla's Courtesy Corner Daycare - 15 students - Ages 2 - 12 7 - July 24, 2017 - Plymouth Preschool - 22 students - Ages 6 - 10 8 - August 7, 2017 - Tree House Learning Center - 30 students - Ages 6 - 10. 9 - September 19, 2017 - Kazakhstan - 15 Visitors from Russia <p>2 - KAKE Meteorologist, Caitlin Taylor, visited Washington</p>

		<p>Elementary School in McPherson, KS on 9/7/17 and talked to the K-5 students about weather forecasting and what it takes to have a career in Meteorology.</p> <p>3 – KAKE Anchor/Report, Greg Miller, visited Garden Plain High School on 9/14/17 to be the Commentator for their College & Career Classes “Success Float Parade” and talked to the students about the careers available in the broadcasting industry.</p> <p>4 – KAKE Assistant News Director, Dave Grant, served on the media panel in Newton, KS at the Harvey County Law Enforcement Training Center on 6/28/17 to answer questions for a Basic Public Information Officer class. He also answered questions about submitting story ideas to the station, the use of social media, interaction with newsrooms, and job opportunities that are posted on the KAKE website.</p>
3	<p>Sponsor events in the community designed to inform the public of employment opportunities in broadcasting.</p>	<p>1 - KAKE-TV produced and sponsored the 9th annual Touch-a-Truck event on June 8, 2017 during the Wichita River Festival. This year's event included over 50 community vehicles, including KAKE-TV's news reporting vehicles and our storm chasing vehicle. Station reporters, photographers, and meteorologists were on-hand to answer questions about the vehicles and how they're used in their profession. Numerous members of the KAKE staff volunteered their time to visit with the people in attendance and explained what they do for KAKE. A camera and television were set up for visitors to do mock interviews. The event was organized by Special Projects Coordinator, Penny Lamb.</p> <p>2 - KAKE-TV sponsored an Eclipse Watch Party on August 21, 2017 with approximately 1,000 people from the community in attendance. The event was staffed by a large majority of the KAKE news talent and staff who visited with the area viewers of our station about what their jobs at the station entail. The meteorologists and anchors did newscasts from the outside event and those in attendance were able to watch the news coverage in person. Meteorologists were on hand throughout the event to answer questions about the extraordinary eclipse event.</p>
4	<p>Participate in job fairs</p>	<p>KAKE-TV management participated in 4 Job Fairs during the reporting period:</p> <p>1 - February 16, 2017 - KAKE Promotion Manager, Tim Boknecht, participated in Wichita State University’s Communication & Public Service Career Fair. He spoke to students who were interested in job opportunities and internships in broadcasting and public service.</p> <p>2 - April 4, 2017 - KAKE Promotion Manager, Tim Boknecht, attended the KAB Student Career Fair and the KAB Round Table for Creative Service in Topeka, Kansas. He talked to interested students about internships and job opportunities at KAKE-TV, and was available to review and critique student resumes.</p> <p>3 - October 5, 2017 – KAKE Assistant News Director, Dave Grant, attended the KU J-School Career Fair for Journalism students in Lawrence, KS. Dave met with TV broadcast students and students interested in Multi-Media Reporting.</p>

		<p>He talked to students about furthering their education in the broadcast field and internship possibilities at KAKE-TV. He was available to critique examples of students' work and give advice on areas needing improvement.</p> <p>4. – October 19, 2017 – KAKE Creative Services Director, John Sweeney, attended the Careers for the Creative at Wichita State University. He met with current students and recent graduates and gave them information about careers at KAKE-TV in the creative/promotions area and what the employees in his department at KAKE do for the station. John also informed students about the internship program at KAKE and the opportunity to gain valuable experience for future job opportunities.</p>
5	<p>Participate in events or programs sponsored by educational institutions relating to careers in broadcasting.</p>	<p>KAKE-TV hosted four students from area high schools for their school's Job Shadow Day. The students were able to watch employees at KAKE as they performed their day-to-day duties.</p> <ol style="list-style-type: none"> 1. March 16, 2017 - Augusta Middle School - Kayleigh Bruce shadowed Paul Meister, Digital Content Manager in the News Department, to learn about internet content reporting. 2. May 2, 2017 - Newton High School - Benito shadowed the producers and reporters in the News Department. 3. October 18, 2017 - Cheney High School - Addison Cokeley shadowed Lori Johnson, Accounting Office Manager, learning various duties of the Accounting Dept. 4. October 18, 2017 - Cheney High School - Erin Underwood shadowed Chris Hunter, Producer, and Enrique Ramirez, Chief Photojournalist, and watched a production of our morning newscast.