

**KAKE-TV, KUPK-TV, KLBY-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 to January 31, 2016**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
General Manager	Exigent Circumstance	52
Photojournalist	1-11, 13-14, 16-27, 29-52	48
Promotion Producer	1-3, 5-10, 13-14, 16-26, 30-38, 40-52	51
Account Executive/Great Bend	1-3, 5-10, 13-14, 16-26, 30-38, 40-44, 46-52	49
Digital Sales Coordinator	1-3, 5-10, 13-14, 16-26, 30-38, 40-44, 46-52	49
Special Projects Coordinator	1-3, 5-10, 13-14, 16-26, 30-38, 40-44, 46-52	51
Weekend Producer/Assignment Editor	1-11, 13-14, 16-27, 29-52	49
Digital Content Manager	1-11, 13-14, 16-27, 29-52	48
Local Sales Manager	1-3, 5-10, 13-14, 16-26, 30-38, 40-44, 46-52	48

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)**

<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	Barton County Community College Judy Jacobs 245 NE 30 <sup>th</sup> Road Great Bend, KS 67530 620-792-9349	No	0
2	Bethel College Marla Krell 300 East 27 <sup>th</sup> Street North Newton, KS 67117 316-284-5326	Yes	0
3	Breakthrough Club Katie Gibbons P O Box 47563 Wichita, KS 67201-7563 316-269-2402	Yes	0
4	Broadcast Center John Carroll, VP/Placement Director Broadcast Center St. Louis, MO placement@broadcastcenterinfo.com	Yes (news jobs only)	0
5	Butler County Comm. College Jessica Ohman 901 S. Haverhill Road El Dorado, KS 67042 316-322-3231	Yes	0
6	Central Community College John Brooks P O Box 1024 Hastings, NE 68902-1024 402-461-2580	Yes	0
7	City of Wichita Susan K. Leiker City Hall, 455 N. Main Wichita, KS 67202 316-268-4531	Yes	0
8	Cloud Community College/Career Center Brenda Hanson 2221 Campus Drive Concordia, KS 66901-1002 785-243-1435 ext 322	Yes	0
9	Coffeeyville Community College Kelli Bauer 400 W. 11 <sup>th</sup> Street Coffeyville, KS 67337 620-251-7700	Yes	0

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10	Colby Community College Patty Mead 1255 S. Range Colby, KS 67701 785-462-3984	Yes	0
11	Collective Talent Michael Bille 1721 Richardson Place Tampa FL 33606 <a href="http://www.collectivetalent.com">www.collectivetalent.com</a>	Yes	0
12	Columbia College Dave Mason 600 S. Michigan Ave. Chicago, IL 60605 312-369-8612	No	0
13	Dept for Children & Families Lolitta Tucker P O Box 1620 Wichita, KS 67201-1620 316-337-6428	Yes	0
14	Dodge City Community College Elisha Reyes 3004 N. 14 <sup>th</sup> Street Dodge City, KS 67801 620-227-9244	No	0
15	Emerson College Tim MacArthur 120 Boylston St. Boston, MA 02116 617-824-8433	No	0
16	Emporia State University June Coleman-Hull 1200 Commercial Street Emporia Kansas 66801 620-341-5407	Yes	0
17	Fort Hays State University/Career Services Daniel Rice 600 Park Street Hays, KS 67601-4099 785-628-4260	Yes	0
18	Fort Riley ACAP Center Sharone Washington 212 Custer Ave., Room 101 Fort Riley, KS 66442 785-239-2068	Yes	0

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19	Friends University Shera Jones 2100 W. University Street Wichita, KS 67213 316-295-5822	Yes	0
20	Garden City Community College Ryan Ruda 801 Campus Drive Garden City, KS 67846 620-276-9640	Yes	0
21	Hastings College Kimberly Graviette 710 N. Turner Avenue Hastings, NE 68901 402-461-7387	Yes	0
22	Hutchinson Community College Betty Ann Kelly 1300 North Plum Hutchinson, KS 67501 620-665-3495	Yes	0
23	Kansas Association of Broadcasters Kent Cornish 1916 SW Sieben Court Topeka, KS 66611-1656 785-235-1307	Yes	0
24	KSU Career & Employment Services Debbie Owens 100 Holtz Hall Manhattan, KS 66506 785-532-6506	Yes	0
25	Kansas University Patty Noland 1435 Jayhawk Blvd, Room 210 Lawrence, KS 66045 785-864-4755	Yes (news, sales, operations and promotions jobs only)	1
26	KETCH Employment Services Lisa Webb 1006 East Waterman Wichita, KS 67211 316-383-8845	Yes	0
27	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073	Yes  (news jobs only)	0

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28	Missouri Tech Traci Harter 1167 Corporate Lake Drive St. Louis, MO 63132 314-569-3600	Yes  (technical jobs only)	0
29	National Asso of Hispanic Journalists Kevin Olivas 1000 National Press Bldg Washington, DC 20045 202-662-7168	No  (news jobs only)	0
30	Northwestern Oklahoma State University Jenny Redinger 709 Oklahoma Blvd Alva, OK 73717 580-327-8546	Yes	0
31	Ottawa University Joanna Walters 1001 S. Cedar Campus Box 10 Ottawa, Ks 66067 785-248-2352	Yes	0
32	Pittsburg State University Dr. Troy Comeau 1701 S. Broadway Pittsburg, KS 66762 620-235-4808	Yes	0
33	Salina Job Service Jill Zimmerman 203 N. 10th Salina, KS 67401 785-827-0385	Yes	0
34	Senior Employment Program Cherie Wenderott 200 S. Walnut Wichita, KS 67213 316-267-1771	Yes	0
35	SER Corporation Richard Lopez 1020 N. Main, Suite B Wichita, KS 67203 316-264-5372	Yes	0
36	Southwestern College Steve Kramer 100 College Street Winfield, KS 67156-2499 620-229-6267	Yes	0

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37	Tabor College Wichita Carolyn T. 7348 W 21 <sup>st</sup> Street N, Ste 117 Wichita, KS 67205 316-729-6333	Yes	0
38	TVJobs Mark C. Holloway P O Box 4116 Oceanside, CA 92052 760-754-8177	Yes  (news jobs only)	1
39	The Broadcast Image Group Larry Rickel 200 E. Grayson St., Ste. 116 San Antonio, TX 78215 210-828-6664	No  ( news jobs only)	0
40	Washburn University Kent McAnally 1700 College Topeka, KS 66621 785-670-1450	No	0
41	Wichita Area Technical College LaRae Santiago 301 South Grove Wichita, KS 67211 316-677-9436	Yes	0
42	Wichita State University-Career Svcs Jill Pletcher Campus Box 42 1845 N. Fairmount Wichita, KS 67260-0042 316-978-3435	Yes	0
43	Wichita Technical Institute Jeff Ranney 214 South Brunswick Wichita, KS 67209-2045 316-943-2241	Yes  (technical and operations jobs only)	0
44	Wichita Workforce Center Billy Nguyen 2021 N. Amidon, Ste. 1100 Wichita, KS 67203 316-771-6827	Yes	0
45	WSU Media Resource Center Greg Matthias 1845 Farmount Campus Box 57 Wichita, KS 67260-0057 316-978-7760	Yes  (news, operations, and promotions jobs only)	0

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46	YWCA Joann Hartig 1111 N. St. Francis Wichita, KS 67214 316-263-7501	Yes	0
47	Gray Television Inc. Dottie Boudreau 4370 Peachtree Road, NE Atlanta, GA 30319 (404) 266-8333 dottie@gray.tv <i>Source sends postings to other Gray stations.</i>	No	0
48	KAKE-TV Internal Posting	No	4
49	KAKE-TV Station Website <a href="http://www.kake.com">www.kake.com</a>	No	7
50	Walk in Applicant	No	0
51	Employee Referral	No	6
52	Non-employee Referral	No	1
53	KAKE-TV on air advertisement	No	0

**TOTAL INTERVIEWEES OVER 12-MONTH PERIOD: 20**

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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.	KAKE-TV hosted 15 high school and college interns during the reporting period. Students typically spend about 15 hours a week for a semester working in the news, sports, promotions, or production departments. Most students receive academic credit from their school for their unpaid work. The interns assigned to the news department were supervised by the assistant news director or sports director. Their duties included shadowing reporters and assisting in the newsroom and on the assignment desk. Summer interns worked to create a summer newscast and social media pages. This year's interns were represented by the following schools: Cheney High School, Valley Center High School, Kansas State University, Friends University, Hutchinson Community College, University of Kansas, Oklahoma Baptist University, Cowley County Community College, Fort Hays State University, and Wichita State University.
2	Participate in events or programs relating to career opportunities in broadcasting, sponsored by educational institutions.	1 - On Dec. 3, 2015, Promotions Manager, Tim Boknecht, gave a tour of KAKE studios to students from Mulvane Middle School and spoke to the 22 students and 4 adults about careers in the different areas of broadcasting. 2 - On Dec. 10, 2015, Promotions Manager, Tim Boknecht, gave a tour of KAKE studios to 18 students from Cheney High School's Journalism Class. After the tour students were given time to ask questions about careers in the broadcasting industry.
3	Sponsor events in the community designed to inform the public of employment opportunities in broadcasting.	KAKE produced the 7th annual Touch a Truck event on June 4, 2015 during the Wichita River Festival. On display were vehicles & employers from over 40 different companies including a microwave truck & weather chase vehicle from KAKE-TV. Station reporters, anchors, meteorologists & photographers answered questions about the vehicles as well as careers in broadcasting to the people in attendance.
4	Participate in job fairs	1. On March 4, 2015, News Director, Michael Sipes, participated in the Kansas University Journalism Career Fair and spoke to students who were interested in job opportunities in the television industry. He reviewed numerous resumes and critiqued interview tapes for students. 2 On March 5, 2015, News Director, Michael Sipes participated in the Kansas State University's Journalism Professionals Day. He talked to interested students about internships, job opportunities, and critiqued interview tapes. 3. On Nov. 18, 2015, Chief Engineer, Dale Morrell, and Commercial Producer, Aaron Lair, was part of a job panel at the Career Fair at Rose Hill High School. They talked about what they do at the station and answered questions from students interested in their job areas.



5	Participate in activities sponsored by community groups active in broadcast employment issues.	On Oct. 19-20, 2015 station news director, Michael Sipes, attended the Kansas Association of Broadcasters convention. The convention covered various topics including employment practices and opportunities in the broadcasting industry.
6	Provide training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination	On Oct 18, 2015, HR Manager, Lori Johnson, and Operations Manager, Patrick Myers, participated in the Gray Television EEO Webinar presented by Joan Stewart of Wiley Rein. The webinar covered all areas of the recruiting and reporting process to ensure compliance with EEO issues.