

**KAKE-TV, KUPK-TV, KLBY-TV**  
**EEO PUBLIC FILE REPORT**  
February 1, 2016 to January 31, 2017

**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>
Account Executive	1-4 , 6-11, 14-15, 17-31 , 33-34, 36, 38-43, 45-47, 49-55, 57-60, 62	59
Receptionist	1-4 , 6-11, 14-15, 17-31 , 33-34, 36, 38-43, 45-47, 49-55, 57-60, 62-63	63
Photojournalist	1-11, 14-15, 17-36, 38-43, 45-60	59
Sports Reporter/Anchor	1-11, 14-15, 17-36, 38-43, 45-60	59
News Director	Internal Company Promotion	58
Producer	1-11, 14-15, 17-36, 38-43, 45-60, 62	62
Multi-Media Journalist	1-11, 14-15, 17-36, 38-43, 45-60, 62	62
Anchor/Reporter	1-11, 14-15, 17-36, 38-43, 45-60, 62	62
Reporter	1-11, 14-15, 17-36, 38-43, 45-60, 62	62
Sports Director/Anchor-Producer	1-11, 14-15, 17-36, 38-43, 45-60, 62	62
Master Control Operation/Director	1-4, 6-11, 13-31, 33-34, 36, 38-43, 45-47, 49-60	59

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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Multi-Media Journalist	1-11, 14-15, 17-36, 38-43, 45-60	59
Reporter	1-11, 14-15, 17-36, 38-43, 45-60, 62	62
Multi-Media Journalist	1-11, 14-15, 17-36, 38-43, 45-60	60
Sports Reporter/Anchor	1-11, 14-15, 17-36, 38-43, 45-60	59
Producer	1-11, 14-15, 17-36, 38-43, 45-60, 62	62
Master Control Operator/Director	1-4, 6-11, 13-31, 33-34, 36, 38-43, 45-47, 49-60, 62	62
Master Control Operator/Director	1-4, 6-11, 13-31, 33-34, 36, 38-43, 45-47, 49-60, 62	62
Multi-Media Journalist	1-11, 14-15, 17-36, 38-43, 45-60	59
Multi-Media Journalist	1-11, 14-15, 17-36, 38-43, 45-60, 63	63
Anchor/Reporter	1-11, 14-15, 17-36, 38-43, 45-60, 63	60
General Sales Manager	1-4, 6-11, 14-15, 17-31, 33-34, 36-47, 49-55, 57-60, 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)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacany Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12 month period</b>
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 <sup>th</sup> Road Great Bend, KS 67530 620-792-9349	No	0
3	Bethel College Marla Krell 300 East 27 <sup>th</sup> 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  (News Only)	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 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 ext 322	No	0
10	Coffeyville Community College Kelli Bauer 400 W. 11 <sup>th</sup> 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 <a href="http://www.collectivetalent.com">www.collectivetalent.com</a>	No (News Only)	0
13	Columbia College Dave Mason 600 S. Michigan Ave. Chicago, IL 60605 312-369-8612	Yes (Prod. Only)	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 Elisha Reyes 3004 N. 14 <sup>th</sup> 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 (Prod. Only)	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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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	0
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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31	McPherson College 1600 E. Euclid St. McPherson, KS 67460 800-365-7402	No	0
32	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073	Yes  (News Jobs Only)	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  (News Jobs Only)	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	2
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 31, Ste. 112-338 Kennesaw, GA 30152 888-884-2630	No	0
45	Sterling College 125 W. Cooper Sterling, KS 67579 800-346-1017	No	0
46	Tabor College Wichita Carolyn T. 7348 W 21 <sup>st</sup> 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 (News Jobs Only)	0
48	The Broadcast Image Group Larry Rickel 200 E. Grayson St., Ste. 116 San Antonio, TX 78215 210-828-6664	No (News Jobs Only)	0
49	Truman State University 100 E. Norman 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 LaRae Santiago 301 South Grove Wichita, KS 67211 316-677-9436	Yes	0

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52	Wichita State University-J Megan Dugger Campus Box 42 1845 N. Fairmount Wichita, KS 67260-0042 316-978-3435	Yes	2
53	Wichita Technical Institute Jeff Ranney 214 South Brunswick Wichita, KS 67209-2045 316-943-2241	Yes  (technical and operations jobs only)	0
54	Wichita Workforce Center Billy Nguyen 2021 N. Amidon, Ste. 1100 Wichita, KS 67203 316-771-6827	Yes	1
55	William Jewell College 500 College Hill Liberty, MO 64068 816-781-7700	No	0
56	WSU Media Resource Center Greg Matthias 1845 Farmount Campus Box 57 Wichita, KS 67260-0057 316-978-7760	Yes  (News, Production, and Promotion Jobs Only)	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)	1
59	KAKE-TV Internal Job Posting	No	8
60	KAKE-TV Station Website Paul Meister <a href="http://www.kake.com">www.kake.com</a>	No	25
61	Walk in Applicant	No	0
62	Employee Referral	No	18
63	Non-employee Referral	No	3
64	KAKE-TV on air advertisement	No	0

**TOTAL INTERVIEWEES OVER 12-MONTH PERIOD: 60**



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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 5 high school and college interns during the reporting period. Students typically spend around 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 the assistant news director, Dave Grant. Their duties included shadowing reporters and observing various day-to-day tasks in the newsroom and on the assignment desk. Summer interns worked together to create a mock newscast and social media page. This year's interns were represented by the following schools:</p> <p>Wichita State University  Texas A&amp;M University  Morehouse College  Newton High School  Kansas University / Allen Community College</p>
2	Participate in events or programs relating to career opportunities in broadcasting, sponsored by educational institutions.	<p>KAKE-TV's Promotion Manager, Tim Boknecht, gave 5 tours of the KAKE studio for area schools. The students were shown the different departments that make up the television station and the various careers in the areas of broadcasting. After the tours students were given time to ask questions about areas of interest and employment opportunities.</p> <p>1 – April 13, 2016 – Mulvane Middle School Journalism Class consisting of 20 middle schoolers  2 - June 8, 2016 – Halstead-Bentley summer program  3 - June 14, 2016 - Peterson Latchkey – 40 children in grades K-5  4 - August 4, 2016 - Tree House Learning Center –25 elementary age students  5 - September 29, 2016 - Bluestem High School - Broadcast class consisting of 15 high school students</p>
3	Sponsor events in the community designed to inform the public of employment opportunities in broadcasting.	<p>1 - KAKE-TV produced and sponsored the 8th annual Touch a Truck event on June 9, 2016 during the Wichita River Festival. On display were vehicles &amp; employers from over 30 different companies including a microwave truck &amp; weather chase vehicle from KAKE-TV. Station reporters, photographers, and meteorologists answered questions about the vehicles as well as careers in broadcasting to the people in attendance.</p> <p>2 - KAKE-TV hosted two students from Newton High School for their Job Shadow Day. Our Assignment Desk Manager, Ashley Oliver, assigned the students to a producer and photographer at the station. The students were able to watch over the employees as they performed their day-to-day duties required to produce the newscast.</p>

4	Participate in job fairs	<p>KAKE-TV management participated in 3 job fairs during the reporting period:</p> <p>1 - March 1, 2016, News Director, Michael Sipes, participated in the Kansas State University Professionals Day in Manhattan, KS. He spoke to students who were interested in job opportunities and internships in broadcasting. He reviewed numerous resumes and critiqued interview tapes for students.</p> <p>2 - March 2, 2016, Assistant News Director, Dave Grant, participated in the Kansas University Journalism Career Day in Lawrence, KS. He talked to interested students about internships, job opportunities in the news broadcast field, and critiqued interview tapes.</p> <p>3 - March 28, 2016, News Director, Michael Sipes, attended the El Dorado High School Career Day in El Dorado, KS. Michael was given a session to talk to students in the Video Broadcasting class about the different careers in the television industry and answered questions students had regarding furthering their education in the broadcast field.</p>
5	Provide training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination	<p>On December 15, 2016, Lockwood Broadcast Group Business Manager, Tiffany Humphrey, participated in the Hire Right Webinar regarding the new I-9 Form preparation and requirements. Information from the webinar was shared with KAKE-TV Business Manager, Lori Johnson, to ensure compliance with EEO issues.</p>