

KAKE-TV, KUPK-TV, KLBY-TV
EEO PUBLIC FILE REPORT
February 1, 2020 to January 31, 2021

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
Account Executive	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65, 67	67
Anchor/Reporter	1-11, 13-35, 37-41, 43-44, 46, 48-51, 54-65, 67-68	68
Reporter	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65, 67-68	50
General Sales Manager	1-11, 13-35, 37-41, 43-44, 46-51, 54-65, 67	51
Receptionist	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65, 67-68	65
Reporter	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65, 68	65
Promotion Producer	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65	65
Web/Social Media Reporter	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65, 67	65
Multi-Media Journalist	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65	55
Assignment Desk Editor	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65, 67	67
Account Executive	1-11, 13-35, 37-41, 43-44, 46, 48-51, 54-65, 67	67

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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Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Receptionist	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65	24
Chief Photojournalist	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65	64
Reporter/Producer	1-11, 13-35, 37-41, 43-44, 46, 48-50, 54-65	55

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 Gary Handy 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 2360 Hampton Ave. St. Louis, MO, 94710 314-647-8181	No	0
6	Butler County Community College Aletra Chaney-Profit 901 S. Haverhill Road El Dorado, KS 67042 316-322-3294	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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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	No	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	No	0
18	Fort Hays State University Daniel B. Rice 600 Park Street Hays, KS 67601-4099 785-628-4260	No	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	No	0

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21	Garden City Community College Ryan Ruda 801 Campus Drive Garden City, KS 67846 620-276-9640	No	0
22	Hastings College Kimberly Graviette 710 N. Turner Avenue Hastings, NE 68901 402-461-7387	Yes	0
23	Hutchinson Community College Marcia Fletcher 1300 North Plum Hutchinson, KS 67501 620-665-3495	No	0
24	Indeed.com 6433 Champion Grandview Way Austin, TX 78750 800-475-4361	No	16
25	Johnson County Community College Career Development 12345 College Blvd. Overland Park, KS 66210 913-469-8500	No	0
26	Kansas Association of Broadcasters Kent Cornish 1916 SW Sieben Court Topeka, KS 66611-1656 785-235-1307	Yes	1
27	Kansas City Kansas Comm. College P. Peterson 7250 State Avenue Kansas City, KS 66112 913-334-1100	No	0
28	Kansas State University Debbie Owens 100 Holtz Hall Manhattan, KS 66506 785-532-6506	No	0
29	Kansas University Patty Noland 1435 Jayhawk Blvd, Room 210 Lawrence, KS 66045 785-864-4755	No	0
30	Kansas Works Jill Zimmerman 203 N. 10th Salina, KS 67401 785-827-0385	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	KETCH Employment Services Lisa Webb 1006 E. Waterman Wichita, KS 67211 316-383-8845	Yes	0
32	McPherson College Kevin Mokhtarian 1600 E. Euclid St. McPherson, KS 67460 800-365-7402	No	0
33	Media Line Rich Everitt 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7564	No	0
34	Missouri Western State University Dr. Vincent Bawhay 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	Native American Journalist Association 395 W. Lindsey Street Norman, OK 73019 405-325-1649	No (Must Pay for Ad)	0
37	Newman University Melanie Head 3100 McCormick Ave. Wichita, KS 67213 316-942-4291	No	0
38	NLGJA Assoc. of LGBTQ Journalists Elliot Ayres 2120 L Street NW, Ste. 850 Washington, DC 20009 202-887-8209	Yes	0
39	Northwestern Oklahoma State University Jenny Redinger 709 Oklahoma Blvd Alva, OK 73717 580-327-8546	No	0
40	Ottawa University Joanna Walters 1001 S. Cedar , Campus Box 10 Ottawa, Ks 66067 785-248-2352	No	0

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41	Pittsburg State University Dr. Troy Comeau 1701 S. Broadway Pittsburg, KS 66762 620-235-4808	No	0
42	SBE – Society of Broadcast Engineers 9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260 317-846-9000	No (Must Pay for Ad)	0
43	Senior Services / Sr Employment Prog. Cherie Wenderott 200 S. Walnut Wichita, KS 67213 316-267-1771	Yes	0
44	SER Corporation Richard Lopez 1020 N. Main, Suite B Wichita, KS 67203 316-264-5372	Yes	0
45	SMPTE (Society of Motion Picture & TV Engineers) 445 Hamilton Ave., Ste. 601 White Plains, NY 10601 914-761-1100	No (Must Pay for Ad)	0
46	Southwestern College Alex Munoz 100 College Street Winfield, KS 67156-2499 620-229-6267	No	0
47	Spots N Dots Gene McKay 1635 Old Highway 41, Ste. 112-338 Kennesaw, GA 30152 888-884-2630	No (Must Pay for Ad)	0
48	Sterling College Career Development 125 W. Cooper Sterling, KS 67579 800-346-1017	No	0
49	Tabor College Ruth Funk 400 S. Jefferson Hillsboro, KS 67063 620-947-3121	No	0
50	TVJobs Mark C. Holloway P O Box 4116 Oceanside, CA 92052 760-754-8177	Yes	2

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51	TV NewsCheck Media Paul Greeley 24 W. Lancaster Ave., Ste. 205 Ardmore, PA 19003 484-412-8287	No (Must Pay for Ad)	4
52	TV Technology.com Ross Gager 555 11 th St. NW, Ste. 600 Washington, DC 20004 860-615-3983	No (Must Pay for Ad)	0
53	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
54	Truman State University Career Center 100 E. Normal St. Kirksville, MO 63501 660-785-4000	No	0
55	University of Central Oklahoma Career Development 100 N. University Dr. Edmond, OK 73034 405-974-3346	No	2
56	Washburn University Kent McAnally 1700 College Topeka, KS 66621 785-670-1450	No	0
57	Wichita State University Megan Dugger 1845 N Fairmount, Campus Box 42 Wichita, KS 67260-0042 316-978-3435	Yes	0
58	Wichita Technical Institute Jeff Ranney 214 South Brunswick Wichita, KS 67209-2045 316-943-2241	No	0
59	Wichita Workforce Center Billy Nguyen 2021 N. Amidon, Ste. 1100 Wichita, KS 67203 316-771-6827	Yes	0
60	WSU Media Resource Center Greg Matthias 1845 N Fairmount, Campus Box 57 Wichita, KS 67260-0057 316-978-7760	No	0

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61	WSU Tech Megan Madasz 301 South Grove Wichita, KS 67211 316-677-9555	No	0
62	YWCA (Wichita Family Crisis Ctr) Anna Maria Fouad 1111 N. St. Francis Wichita, KS 67214 316-263-7501	Yes	0
63	Lockwood Broadcast Group Tiffany Humphrey 3914 Wistar Road Richmond, VA 23228 804-672-6565	No (Source sends postings to other Lockwood stations)	0
64	KAKE-TV Internal Job Posting Lori Johnson 1500 N. West Street Wichita, KS 67203 316-946-1350	No	2
65	KAKE-TV Station Website Paul Meister www.kake.com 316-946-1392	No	15
66	Walk in Applicant	No	0
67	Employee Referral	No	10
68	Non-employee Referral	No	5
69	KAKE-TV on air advertisement	No	0

TOTAL INTERVIEWEES OVER 12-MONTH PERIOD: 57

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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 1 high school and 1 college intern during the reporting period before having to stop allowing visitors at the station due to the Coronavirus pandemic. The students earned academic credit from their school and will use the experience to help them obtain a job in broadcasting when they graduate.</p> <p>Our college intern is pursuing a career in weather forecasting and was supervised by Meteorologist, Jay Prater. The intern was involved in learning the day-to-day activities of gathering weather information for newscasts and assisted with obtaining video from storm chasers in the field to be used on the air.</p> <p>Our high school intern is interested in a news broadcasting career and assisted with a news segment called Talented Teens, which airs on KAKE-TV once a week. She would help identify local talented teenagers, develop a list of questions for each individual, and conduct a 3-5 minute interview regarding their special talents. The intern was supervised by Sales Promotion Manager, Penny Lamb.</p> <p>This year's interns were represented by the following schools: The University of Kansas The Independent High School</p>
2	Participate in events sponsored by community groups interested in broadcast employment issues.	<p>KAKE-TV gave 2 station tours of the KAKE studio to a local community group. The participants included senior citizens 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. The station tours were led by Sales Promotion Manager, Penny Lamb. All other station tours that were scheduled for 2020 were postponed due to the Coronavirus pandemic.</p> <p>The following groups were given tours of the station:</p> <p>1 - February 7, 2020 – Wesley Friends - 30 adults 2 - February 27, 2020 – Wesley Friends – 30 adults</p> <p>KAKE-TV also participated in one school-related and community event for individuals interested in the broadcasting field:</p> <p>1 – April 20, 2020 – KAKE Anchor, Deb Farris, did a virtual Zoom presentation to a group of 8th grade journalism students from the KC area interested in broadcasting careers. Deb explained what she does for KAKE and students were given an opportunity to ask questions about areas of interest.</p>

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3	Participate in job fairs	<p>KAKE-TV personnel participated in one Job Fair during the reporting period:</p> <p>1 - October 28, 2020 - KAKE Assistant News Director, Dave Grant, participated in the 2020 Fall Journalism Virtual Career Fair for The University of Kansas. Students signed up for times to do virtual visits to learn about job opportunities and internships available at KAKE. Dave also gave advice on degrees and offered suggestions on improving their work reel for interviews.</p>
4	Training of management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<p>KAKE Management and staff participated in three training sessions aimed at preventing discrimination and ensuring equal opportunity in the workplace:</p> <p>1. August 26, 2020 – September 10, 2020 – All KAKE employees were required to attend an online training course for Diversity in the Workplace. The course was designed to help employees welcome diversity in our organization and enforced the importance of approaching one another with respect.</p> <p>2. October 22, 2020– The KAKE management staff attended the Kansas Association of Broadcasters’ training session for Attracting, Hiring & Retaining a Diverse Staff. The one-hour virtual presentation offered tips to reach a more diverse group of job seekers and ways to attract and retain higher quality job candidates.</p> <p>3. December 8, 2020 – December 10, 2020 - All KAKE employees were required to attend one of four training sessions on Diversity and Inclusion that was presented by Roth Jackson Law Firm from Richmond, VA. The presentation discussed diversity and respectfulness in the workplace and explained the importance of training since many of our employees work in groups and with the public every day.</p>