

**KSNW(TV), KSNC(TV), KSNB(TV), KSNK(TV) & KSNL(TV)**

**EEO PUBLIC FILE REPORT**  
**February 1, 2011 to January 31, 2012**

**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>
Reporter (KSNL)	1-20, 25-26, 29-30	25
Sales Assistant	1-20, 29-31	31
Graphic Artist	1-20, 29-30, 32	32
Account Executive	1-20, 29-31, 33-34	33
Sports Anchor/Reporter	1-20, 25, 29, 31	31
Director of Marketing	1-20, 25, 29-31, 37	31
Account Executive	1-20, 27, 29-30, 33	27
Account Executive (KSNC)	1-20, 22, 29-30	30
Account Executive (KSNB)	1-20, 23, 29-31, 33	31
Promotion Producer	1-20, 29-31, 37	31
Producer	1-20, 25, 29-31	31
Master Control Technician	1-20, 29-31	31
Photographer	1-20, 25, 29-31	31
Producer	1-20, 25, 29-32	25
Producer	1-20, 29-32	32
Sports Director	1-20, 25, 29-32	32
News Anchor/Reporter	1-20, 25, 29-30, 33	30
Reporter/Assignment Desk	1-20, 29-30	30

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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	Bethel College – Career Placement 300 W. 27 <sup>th</sup> Street North Newton, KS 67114 (316) 283-2500 Contact: Marla Krell	N	0
2	Butler County Community College – Career Placement 901 S. Haverhill Road El Dorado, KS 67042 (316) 321-2222 Contact: Jackie Veatti	Y	0
3	Cowley County Community College – Career Placement 201 W. Main Street Mulvane, KS 67110 (316) 777-4044 Contact: Renee Hysom	N	0
4	Designated Indians & Native Americans – Career Place 650 N. Seneca Street Wichita, KS 67203 (316) 262-5221 Contact: Andrea Walterscheid	Y	0
5	Fort Hays State University – Career Placement 600 Park Street, Picken Hall Hays, KS 67601 (785) 628-4260 Contact: Millie Schuster <a href="mailto:mschuste@fhsu.edu">mschuste@fhsu.edu</a>	Y	0
6	Friends University – Career Placement 2100 W. University Street Wichita, KS 67213 (316) 295-5000 Contact: Lincoln Wulf	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Hutchinson Junior College – Career Placement Hutchinson, KS 67501 (316) 283-7000 Contact: Lisa Jones	N	0
8	Kansas University – Career Placement Burge Union, #110 Lawrence, KS 66045 (785) 864-2700 Contact: Liz Caldwell	Y	0
9	Kansas State University – Career Placement Holtz Hall Manhattan, KS 66506 (785) 532-6011 Contact: Linda Diehl	Y	0
10	Ketch Employment Services – Career Placement 1006 E. Waterman Wichita, KS 67211 (316) 383-8700 Contact: Lisa Stroud-Webb	Y	0
11	Newman University – Career Placement 3100 McCormick Wichita, KS 67213 (316) 942-4291 Contact: Sherry Lamm <a href="mailto:LammS@newmanu.edu">LammS@newmanu.edu</a>	Y	1
12	NAACP – Career Placement 1105 E. 12 <sup>th</sup> Street Wichita, KS 67214 (316) 264-2474 Contact: Bill Ford	Y	0
13	Northwest Kansas Technical College – Career Placement 1209 Harrison, P.O. Box 668 Goodland, KS 67735 (785) 890-1519 Contact: Kim Cole <a href="mailto:kcole@nwktc.edu">kcole@nwktc.edu</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	SER Corporation – Career Placement 1020 N. Main Street Wichita, KS 67203 (316) 264-5372 Contact: Brad Williams	Y	0
15	Southwestern College – Career Placement 100 College Street Winfield, KS 67156 (620) 221-1450 Contact: Sheila Krug	N	0
16	Tabor College – Career Placement 7348 W. 21 <sup>st</sup> Street Wichita, KS 67212 (316) 729-6333 Contact: Dob Krebs	N	0
17	Urban League of Wichita – Career Placement 2410 E 9 <sup>th</sup> St No. Wichita, KS 67214 (316) 683-3315 Contact: Lori Dennis	Y	0
18	Wichita State University – Career Placement 1845 Fairmount Wichita, KS 67208 (316) 978-3435 Contact: Karen Gillenwater	Y	0
19	Wichita Technical Institute – Career Placement 2051 S. Meriden Wichita, KS 67213 (316) 943-2241 Contact: Sarah Sell <a href="mailto:ssell@wti.edu">ssell@wti.edu</a>	N	0
20	Wichita Work Force – Career Placement 150 N Main, Suite 100 Wichita, Ks 67202 (316) 771-6828 Contact: Carolyn Mosteller <a href="mailto:cmosteller@KansasWorks.com">cmosteller@KansasWorks.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
21	Work Options of Wichita – Career Placement 1611 N. Mosley Street Wichita, KS 67214 (316) 267-4201 Contact: Gary Miller	Y	0
22	Great Bend Job Service Center – Career Placement 1025 Main St Great Bend, Ks 67530 (620) 793-5445 Contact: Chris Harrison <a href="http://www.great.bend.jobs.topusajobs.com">www.great.bend.jobs.topusajobs.com</a>	N	0
23	Garden City Workforce Center – Career Placement 107 E Spruce St Garden City, Ks 67846 (620) 276-2339 Contact: Jerry Harden <a href="http://www.garden.city.kansas.jobs.topusajobs.com">www.garden.city.kansas.jobs.topusajobs.com</a>	N	0
24	Colby Employment and Training Center – Career Placement 1135 S Country club Dr Colby, Ks 67701 (785) 462-6862 <a href="http://www.yellowpages.com/Colby-KS/Employment_Agencies">www.yellowpages.com/Colby-KS/Employment Agencies</a>	N	0
25	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119 Contact: Mark Holloway <a href="http://www.tvjobs.com">www.tvjobs.com</a>	N	12
26	Medialine P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 Contact: Mark <a href="http://www.medialine.com">www.medialine.com</a>	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	Spots & Dots 137 Oakdale Road Johnson City, NY 13790 (888) 884-2630 Email: selltv@aol.com Contact: Joe Marcoe www.spotsndots.com	N	1
28	Wichita Eagle Newspaper Classified Advertisements 825 E. Douglas PO Box 820 Wichita, Ks 67201-0820 (316) 268-6000 www.kansas.com	N	0
29	KAB – Kansas Association of Broadcasters Website	N	8
30	KSNW(TV) Station Website www.ksn.com	N	24
31	Employee Referral/ Internal	N	17
32	Rehire (former employee)	N	5
33	Walk-In's/ Mail-In's/ Self-Referrals/ Business Referrals	N	5
34	On-Air Announcements on one or more SEU stations	N	
35	Sportscasters Talent Agency of America Staatalent.com	N	
36	New Vision Television Corporate Headquarters for KSNW-TV 3500 Lenex Rd, Suite 640 Atlanta, Ga 30326	N	
37	602communications.com/site/category/jobs/	N	4
	<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>		78

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Host Internship Program	During the reporting period, our stations hosted two college students, two high school students as interns in our Engineering, Sports and Weather department. Our department heads oversee the internship program. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern. One intern was hired as a full time employee.
<b>2</b>	Participate in Job Fairs	SEU participated in 4 Job Fairs and provided attendees with information of the SEU's employment vacancies as well as information about career opportunities in the broadcast industry.  March 3, 2011 – KU School of Journalism. The News Director and Operations Manager participated.  March 29, 2011 - Butler Community College. The Director of Sales and Marketing Director participated.  March 31, 2011 – Friends University and Kansas Newman University. The Marketing Director participated.  April 7, 2011 – Wichita State University. The News Director and Marketing Director participated.
<b>3</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	Throughout the reporting period, various SEU personnel gave presentations to students at area schools:  May 2011 - the SEU's Meteorologist spoke to students at Wichita High School East Wichita,

		<p>Ks about careers in TV Weather Forecasting.</p> <p>May 2011 – the SEU’s Anchor/Reporter spoke to students at Griffith Middle School about careers in Broadcast Journalism.</p> <p>November 2011 – the SEU’s Meteorologist spoke to students at Derby Middle School about careers in TV Weather Forecasting.</p> <p>December 2011 – the SEU’s Chief Meteorologist spoke to students at Wichita State University Leadership about careers in TV Weather Forecasting.</p>
4	Participate in Event Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	<p>During the reporting period, the SEU’s promotions staff gave station tours and spoke about careers in broadcasting to groups from various local educational institutions.</p> <p>April 2011 – Horace Mann Middle School, Wichita</p> <p>April 2011 – Jefferson Community School, Wichita</p> <p>September 2011 – Horace Mann Middle School, Wichita</p> <p>November 2011 – Independent Elementary School, Wichita</p> <p>December 2011 – Hutchinson High School, Hutchinson, Ks</p>
5	Participate in Event Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	<p>In March, April, June, July August and November 2011, the SEU provided ten area students the opportunity to shadow SEU personnel in order to learn about careers in weather forecasting and television broadcasting.</p>
6	Participate in Event Sponsored by Organizations Representing Community Groups Interested in Broadcast Employment Issues	<p>November 2011 - one of the SEU’s Meteorologist hosted a presentation at Kansas Cosmosphere on TV Weather Forecasting.</p>
7	Establish Training Program to Enable Station Personnel to Acquire Skills for Higher Level	<p>During the reporting period, our station did a training session for EEO Training Program Requirements. SEU’s participating were,</p>

	<p>Positions</p>	<p>President, Business Manager, Human Resource Administrator, Director of Marketing, News Director and Program Manager.</p> <p>During the reporting period, our stations offered training to two meteorologist employees in the area of severe weather forecasting, to enhance the qualifications of the employee's for promotion opportunities. The stations provided training on severe weather, and weather warning decision making by the National Weather Association.</p> <p>During the reporting period, our stations offered training to five account executives on the Marketing skills of TV Broadcasting, to enhance the qualifications of these employees for promotion opportunities.</p>
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