

WIBW
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist	1-2, 8, 10, 15, 17, 22, 25, 29, 32-33, 36, 38, 41	10
Traffic Assistant	17, 19, 25, 27, 41	27
Sales Assistant	17, 19, 25, 35, 41	35
Broadcast & Digital Advertising Specialist	17, 19, 25, 27, 41	19
Technical Media Producer	1-4, 8-9, 15, 25-28, 31, 34, 36-38, 40- 41	27
News Director	1-2, 7-8, 11, 15, 17-19, 22-23, 25-26, 29-30, 32, 37-38, 43-44	11
News Reporter/Anchor	1-2, 4, 6-8, 13, 15-19, 22-27, 29-30, 32, 37-39, 41-44	27
ASSIGNMENT EDITOR - WIBW	1-2, 7-8, 12, 14-15, 17-19, 22, 25-26, 29, 32-33, 36-38, 41, 44	14
NEWS ANCHOR (EVENING)/ SENIOR REPORTER - WIBW	1-2, 7-8, 15, 17-20, 22, 25-26, 29, 32- 33, 36-38, 41, 44	20
SALES/MARKETING EXECUTIVE - WIBW	1-2, 4-8, 10, 15-19, 21-22, 24-26, 28- 29, 31-34, 36-38, 41-44	10

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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 Reporting Period
1	AARP of Kansas 6220 SW 29th St Suite 300 Topeka, Kansas 66603 Phone : 866-448-3619 Email : ksaarp@aarp.org Janet Clearwater	Y	0
2	Allen County Community College 1801 N Cottonwood Iola, Kansas 66749 Phone : 620-901-6299 Email : hr@allenc.edu Shellie Regehr	Y	0
3	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
4	Baker University 618 8th Street Baldwin City, Kansas 66006 Phone : 785-594-8435 Gary Handy Manual Posting	N	0
5	Bethel College 300 E. 27th St. - Fine Arts Ctr. North Newton, Kansas 67117 Phone : (316) 284-5271 Url : www.bethelks.edu/academics/commarts/ Email : cecrouse-dick@bethelks.edu Fax : 316-284-5286 Christine Crouse-Dick	N	0
6	Butler County Community College 901 S Haverhill Rd El Dorado, Kansas 67042 Phone : 316-322-3294 Aletra Chaney-Profit Manual Posting	N	0
7	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0

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8	Cloud County Community College 2221 Campus Drive Concordia, Kansas 77901 Phone : 800-729-5101 Email : bhanson@cloud.edu Brenda Hanson	Y	0
9	Coffeyville Community College 400 West 11th Coffeyville, Kansas 67337 Phone : (620) 251-7700 Url : www.ccc.cc.ks.us/academics/programs/commbroad.htm Email : billyd@coffeyville.edu Fax : (620) 252-7098 Billy Durham	N	0
10	Current Employee	N	2
11	Current Employee/Internal Promotion	N	1
12	Did not indicate (Source Unknown)	N	1
13	Dodge City Community College 2501 N 14th Street Dodge City, Kansas 67801 Phone : 620-227-9201 Email : kohlschwager@dc3.edu Kristi Ohlschwager	N	0
14	Employee Referral	N	1
15	Emporia State University 1 Kellogg Circle Emporia, Kansas 66801 Phone : 620-341-5407 June Coleman Manual Posting	Y	0
16	Fort Hays State University 600 Park Street Hays, Kansas 67601 Phone : 785-628-4260 Ann Killebrew Manual Posting	N	0

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17	Friends University 2100 W University Ave Wichita, Kansas 67213 Phone : 800-794-6945 Career Placement Manual Posting	Y	0
18	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	1
19	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	5
20	Internal Transfer/Promotion	N	1
21	Iowa Tribe of Kansas and Nebraska Route 1 Box 58A White Cloud, Kansas 66094 Phone : (785) 595-3258 Fax : (785) 595-6610 Director of Placement	N	0
22	Johnson County Community College 12345 College Blvd Overland Park, Kansas 66210 Phone : 913-469-3870 Email : Cgard@jccc.edu Career Placement	Y	0
23	Kansas City Kansas Community College 7250 State Avenue Kansas City, Kansas 66112 Phone : 913-334-1100 Email : hr@kckcc.edu Linda Wyatt	Y	0

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24	Kansas Newman 3100 McCormick Wichita, Kansas 67213 Phone : 913-942-4291 Career Placement Manual Posting	N	0
25	Kansas State University 705 N 17th Street Manhattan, Kansas 66506 Phone : 785-532-6890 Debbie Owens Manual Posting	Y	0
26	KS Association of Broadcasters 214 SW 6th Ave Suite 300 Topeka, Kansas 66603 Phone : 785-235-1307 Url : www.kab.net Allison Mazzei Manual Posting	N	0
27	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	4
28	Mid-America Nazarene University Campus Center - 2030 E. College Way Olathe, Kansas 66062 Phone : 913-971-3540 Url : www.mnu.edu/career/ Email : bbatten@mnu.edu Billie Batten	N	0
29	Nebraska College Recruiting Consortium Hastings College 710 N Turner Ave Hastings, Nebraska 68901 Phone : 402-461-7387 Kimberly Graviette Manual Posting	Y	0

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30	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 844-890-9304 Email : career@nwmissouri.edu Career Placement	N	0
31	Ottawa University 1001 South Cedar Street Ottawa, Kansas 66067 Phone : 785-242-5200 Fax : 1-785-229-1017 Susan Webb	N	0
32	Pittsburg State University 1701 S Broadway Pittsburg, Kansas 66762 Phone : 620-235-4143 Kim Hull Manual Posting	Y	0
33	Pratt Community College 348 NE SR 61 Pratt, Kansas 67124 Phone : 620-450-2135 Email : ssc@prattcc.edu Diego Esparza	Y	0
34	Sac and Fox Nation of Missouri R.R. 1 Box 60 Reserve, Kansas 66434 Phone : (785) 742-7471 Fax : (785) 742-3785 Director of Placement	N	0
35	Station website posting	N	1
36	Topeka Workforce Center/Kansas Works 1430 SW Topeka Blvd Topeka, Kansas 66612 Phone : 785-235-5627 Url : www.kansascommerce.gov Email : Dean.Holmes@ks.gov Dean Holmes	Y	0

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37	TVJobs.com PO Box 416 Oceanside, California 92052 Phone : 800-374-0119 Career Placement Manual Posting	N	0
38	University of Kansas 1435 Jayhawk Boulevard Lawrence, Kansas 66045 Phone : 785-864-7630 Email : ucc@ku.edu Steven Rottinghaus	Y	0
39	University of Missouri 105 Hill Hall Columbia, Missouri 65211 Phone : 573-882-5069 Kristel Schlemper Manual Posting	N	0
40	University of Saint Mary 4100 South 4th Street Leavenworth, Kansas 66048 Phone : 913-758-6142 Fax : 1-913-758-6313 Priscilla McLean	N	0
41	Washburn University 1700 SW College Avenue Topeka, Kansas 66621 Phone : 785-670-1450 Kent McAnally Manual Posting	Y	0
42	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-3456 Frankie Brown Manual Posting	N	0
43	William Jewell College 500 Colleg Hill Liberty, Missouri 64068 Phone : 816-781-7700 Email : careerdevelopment@william.jewell.edu Career Placement	N	0

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44	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/15/2023	Participation in Job Fairs	On February 15, 2023, WIBW's Digital Content Manager attended Washburn University's Spring Career Fair.	2	
2	3/2/2023	Participation in Job Fairs	On March 2, 2023 our Digital Revenue Manager and Morning News Anchor participated in a job fair held at the University of Kansas School of Journalism.	2	
3	3/8/2023	Participation in events or programs sponsored by educational institutions	On March 8, 2023 WIBW hosted two students from Jefferson West Middle School interested in broadcasting from 6 a.m. to noon. The two job shadows were participating in their school's annual career day.	4	
4	4/7/2023	Participation in events or programs sponsored by educational institutions	Six students interested in broadcasting, and one instructor from Emporia State University visited the WIBW studios and stayed for Midday in Kansas news broadcast.	4	
5	4/10/2023	Participation in events or programs sponsored by educational institutions	On April 10, 2023 WIBW hosted a Junior from Nemaha Central High School for a half-day of observation. The student's participation was part of her school's yearly career day.	4	
6	4/20/2023	Participation in other activities designed by the station employment unit	The WIBW Office Manager attended an FCC EEO training session hosted by a Gray Attorney.	1	Office Manager
7	5/2/2023	Participation in events sponsored by organizations representing the community	A WIBW News Anchor and Reporter attended the Kansas Association of Broadcasters' combined Student and Sports Seminar at Kauffman Stadium in Kansas City, Mo. They were one of three panelists featured in the breakout session entitled "Careers in Broadcast: What to Expect and Developing Your Personal Brand."	1	Anchor/Reporter
8	5/5/2023	Participation in events or programs sponsored by educational institutions	A WIBW Reporter participated in the Landon Middle School career fair.	1	Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	5/18/2023	Participation in events or programs sponsored by educational institutions	A WIBW photographer spoke at Pauline South to seven different classes of six graders. They spoke to them about his job and the education that one would need to have this job and that of a reporter. They gave the students hands-on demonstrations with a camera and microphone.	1	Photographer
10	7/19/2023	Hosting of Job Fair	WIBW hosted a community job fair from 10 a.m. to 2 p.m. at Topeka's Fairlawn Plaza. 43 businesses/organizations attended.	8	General Manager Digital Sales Manager Sales Executive Sales Intern
11	10/4/2023	Hosting of Job Fair	WIBW hosted a free Job Fair for the community at Fairlawn Plaza in Topeka.	8	General Manager Digital Sales Manager
12	10/11/2023	Hosting of Job Fair	WIBW hosted a free job fair for the community to attend at the Hilton Garden Inn in Manhattan.	3	AE AE Sales Assistant