

KLDG(FM), KSCB(AM), KSCB (FM)
EEO PUBLIC FILE REPORT
2/01/16-1/31/2017

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
One Sales position was filled in September of 2016	4	1

Appendix 2 to

EEO Public File Report Form

Covering the Period from 02/01/2016 to 01/31/2017

Station(s) Comprising Station Employment Unit: KSCB AM-FM, KLDG FM

Section 2: Recruitment Source Information

Sales Associate

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Kansas Association of Broadcasters, 1916 SW Sieben, Topeka, Kansas 66611 785-235-1307 Website Kent Cornish	None	Sales Associate
B	KSCB-AM-FM, KLDG-FM 1410 North Western Avenue, Liberal, Kansas 620-624-3891 On -Air announcements Cheryl Collins -Sales Manager	Four	Sales Associate
C	Kscbnews.net 1410 North Western Avenue, Liberal, Kansas 620-624-3891 Website Cheryl Collins-Sales Manager	Two	Sales Associate
D.	Southwest Leader- Times, 16 South Kansas, Liberal, Kansas 620-624-2541 Want Ads Earl Watt	None	Sales Associate

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III. RECRUITMENT INITIATIVES**

1	Host activity reasonably calculated to further the goal of disseminating information as to employment opportunities.	(1)In the fall of 2016, Our Sports Director lectured a Broadcasting class for the local community college, Seward County Community College. The class was conducted at our studios and the eight students were given access to all our equipment and facilities and learned all aspects of the radio business. The students received three credit hours for their fall semester participation having met twice a week. (2) Our Sales Manager, Cheryl Collins was involved in a high school organization “Reality University” dealing with youth entrepreneurship, career and technical education, and advisory council. She was involved in all aspects including conducting mock interviews with students wanting to enter the broadcasting business and devoted over 20 hours with her involvement with this group. All paper correspondence is in public files.
2	Co-hosting Job Fair	(2) Job fairs (Southwest Kansas Regional Job Fair) hosted by the Liberal Chamber of Commerce, Seward County Broadcasting and several other organizations. One event was in March 2016, with another fair held in January of 2017. We ran extensive radio schedules for each event and hosted a booth handing out pertinent information related to our business. Resumes were also accepted and filed for future consideration.
3	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On three occasions during the reporting periods, students from the area high school (Keyes, Oklahoma), area grade school (Kismet, Kansas), and local 4-H members were given tours of our studios. Along with their instructors, the students were given access to each area of our operation and each manager of their department outlined their job duties, etc. The tours were hosted by our Engineer John Mulhern, News Director Joe Denoyer, Sports Director Brock Kappelmann, and Production Director Eric Volden.
4	EEO Employment opportunities	We have implemented a year long commercial schedule for each of our stations seeking employment opportunities within our company should they exist. We also ask for cooperation with other agencies (Church groups, employments agencies, NAACP, etc) for their assistance should a job opening become available. We have done this schedule for several years now.