

KLDG(FM), KSCB(AM), KSCB (FM)
EEO PUBLIC FILE REPORT
2/01/19-1/31/2020

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 APRIL of 2019	4	2

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II. MASTER RECRUITMENT SOURCE LIST

Sales Associate			
RS #	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Source Entitled to Vacancy Notification? (Yes/No)	Total Number of interviewees
1	Kansas Association of Broadcasters, 1916 SW Sieben, Topeka, Kansas 66611 785-235-1307 Website Kent Cornish	N	0
2	KSCB-AM-FM, KLDG-FM 1410 North Western Avenue, Liberal, Kansas 620-624-3891 On -Air announcements Cheryl Collins -Sales Manager	N	2 Sales Associate
3	Kscbnews.net 1410 North Western Avenue, Liberal, Kansas 620-624-3891 Website Cheryl Collins-Sales Manager	N	0
4	Southwest Leader-Times, 16 South Kansas, Liberal, Kansas 620-624-2541 Want Ads Earl Watt	N	0

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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 2019 Our Sports Director tutored a local college student interested in radio, etc. The student conducted field reporting and color commentary for our Game of the Week broadcasts. During basketball season, in the fall and this winter, he is conducting basketball interviews and giving on court reports and color commentary for broadcasts of Liberal High School and Seward County Community College. He also is helping with Facebook Live elements for our internet site. (2) Our Sports Director also has spoken to several classes at Liberal schools advocating employment opportunities within the industry. He also participated in careers fairs at both Eisenhower and Seymore Rogers Middle Schools. Representing our station, he also is a Watch Dog for Kids at MacArthur Elementary Schools. (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 Fair (Southwest Kansas Regional Job Fair) hosted by the Liberal Chamber of Commerce, Seward County Broadcasting and several other organizations. The Event was held At the activities Center February 6, 2019. We ran extensive radio schedules 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 four occasions during the reporting periods, our station assisted Eisenhower Middle School welcoming students on the first day of school, and the last day of school, as well. During these events we were able to interview students and introduced them to the radio business. Our sales manager also talked with students about what we do on-air, advertising, and opportunities that are available in radio. All paper correspondence is in public files.
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.

		<p>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.</p>
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