

**KLDG(FM), KSCB(AM), KSCB (FM)**  
**EEO PUBLIC FILE REPORT**  
2/01/22-1/31/2023

**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>
There were 2 positions filled during this period	6	0

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**II. MASTER RECRUITMENT SOURCE**  
**Administrative Assistant/Digital Sales**

RS #	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Source Entitled to Vacancy Notification? (Yes/No)	Total Number of interviewees
1	KSCB-AM-FM, KLDG-FM 1410 North Western Avenue, Liberal, Kansas 620-624-3891 On -Air announcements Cheryl Collins - Manager	No	1
2	Kscbnews.net 1410 North Western Avenue, Liberal, Kansas 620-624-3891 Website Cheryl Collins - Manager	No	1
3	Southwest Kansas Regional Job Fair Hosted by the Chamber of Commerce 620-624-3856	No	0

**II. MASTER RECRUITMENT SOURCE**  
**Morning Show Host**

RS #	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Source Entitled to Vacancy Notification? (Yes/No)	Total Number of interviewees
1	KSCB-AM-FM, KLDG-FM 1410 North Western Avenue, Liberal, Kansas 620-624-3891 On -Air announcements Cheryl Collins - Manager	No	2
2	Kscbnews.net 1410 North Western Avenue, Liberal, Kansas 620-624-3891 Website Cheryl Collins - Manager	No	0
3	Kansas Association of Broadcasters Online recruiting source 534 S. Kansas Ave. Suite 1105 Topeka, KS 66603 Allison Mazzei	No	2
4	Indeed online recruitment	No	0
5	Multiple College/University Job Boards Emailed professors	No	0

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**III. RECRUITMENT INITIATIVES**

1	Host activity reasonably calculated to further the goal of disseminating information as to employment opportunities.	<ol style="list-style-type: none"> <li>1. February 2, 2022. Co-sponsored the Southwest Regional Job Fair with the Chamber of Commerce.</li> <li>2. We have partnered with Liberal High School's intern program to host a student interested in the media industry. We had a young lady during the Spring semester 2022 and a young man in the Fall semester 2023 (and the Spring semester 2023) working as an intern for us. We also added an additional intern, a college student, in December 2022 to help with our social media/digital marketing.</li> <li>3. December 2023 – sponsored our college intern to the Kansas Association of Broadcasters Conference.</li> </ol>
2	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	<ol style="list-style-type: none"> <li>1. February 14 – Cheryl talked to 4<sup>th</sup> grade students in a class at Meadowlark Elementary about different kinds of jobs in radio.</li> <li>2. May 10 – Hosted tours at the studios for 8<sup>th</sup> grade students at Eisenhower Middle School with any interest in the radio industry. As part of the tour, we allowed students to do mock newscasts and voice radio commercials.</li> <li>3. September 26 – John and Amanda made presentations to all 4th-5th grade students at Meadowlark Elementary School about what local radio is about and jobs in the industry.</li> <li>4. October 4 – Brock Kappelmann, Sports Director and Matt Quint, part-time sports co-host, did mock interviews at Meadowlark Elementary as part of career education.</li> <li>5. October 12 – Cheryl and Amanda made presentations about careers in radio to area high school seniors during the CTE Expo at SCCC. We talked about part time jobs available while still in high school and distributed applications for board operator positions. We hired 2 new board operators from this event.</li> <li>6. October 19 – hosted a tour for students of the home school co-operative.</li> <li>7. December 7 – Cheryl attended the Liberal High School advisory council meeting for the Business/marketing pathway.</li> <li>8. December 13 – Cheryl and Amanda spoke to 5 different groups of kids about careers in radio at Eisenhower Middle School Career Day</li> </ol>
4	EEO Employment opportunities	We continue 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.