

WIBW(AM), WIBW-FM, KTPK(FM), KSAJ-FM
EEO PUBLIC FILE REPORT
February 1, 2025-January 31, 2026

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(s)
Administrative Assistant	1,2,21	1
Account Executive	1,2,21	1

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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	Alpha Media Careers Website www.alphamediausa.com/careers	NO	5
2	Indeed Website (<i>automated posting from Alpha careers website</i>) www.indeed.com	NO	7
3	Kansas Association of Broadcasters 1916 SW Sieben Court Topeka, Kansas 66611 Phone: 785-235-1307 www.kab.net	NO	0
4	Employee Referral	NO	0
5	Non-Employee Referral	NO	0
6	Internal Transfer/Promotion	NO	0
7	Walk-In/Self-Referral	NO	0
8	On-Air Announcements (<i>one or more SEU stations</i>)	NO	0
9	AllAccess	NO	0
10	Sportscasters Talent Agency of America (STAA) www.staatalent.com	NO	0
11	LinkedIn	NO	0
12	Glassdoor.com	NO	0
13	NAACP 501 SE Jefferson, Suite 31 Topeka, Kansas 66607 Naactopeka1@att.net	NO	0
14	Washburn University Contact: Judy Smith 1700 SW College Avenue, Morgan Hall 122 Topeka, Kansas 66621 www.myinterfase.com/washburn/job.aspx	NO	0
15	Kansas State University Contact: Rachel Ward Bishop 100 Holtz Hall Manhattan, Kansas 66506-1701 http://www.kstateedu/ces/employers/cesaccount.htm	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Kansas University Career Services Contact: Liz Caldwell 110 Bridge Union Lawrence, Kansas 66045 https://kucsm.symplicity.com/employers/index.php	NO	0
17	Baker University Contact: Kelly Burns PO Box 65 Baldwin City, Kansas 66606 http://www.collegecentral.com/bakeru	NO	0
18	Emporia State University 1200 Commercial Emporia, Kansas 66801 Phone: 620-341-1200 www.emporia.edu/career	NO	0
19	Wichita State University 1845 Fairmont Wichita, Kansas 67260 316-978-3456 www.wichita.edu/career	NO	0
20	Hutchison Community College Contact: Betty Ann Kelly 1300 N. Plum Hutchison, Kansas 67501 620-665-3500	NO	0
21	ZipRecruiter	NO	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Our SEU on October 16, 2025, WIBW-FM Afternoon OnAir Personality attended Shawnee Heights Career Fair, student's from 11 th – 12 th grade were in attendance. The OnAir Personality spoke to the students at the Career Fair, at which the he explained about the vast opportunities/careers that are available in Radio.
2	Participate in scholarship program	During the months of January through June 2025, our SEU participated in the Kansas Association of Broadcasters (KAB) EEO Scholarship Program. We actively promoted the program on air, and received and reviewed applications based on the KAB guidelines. The KAB Committee narrowed the pool of applicants and selected the scholarship winner.
3	Provide EEO Training to Management Level Personnel	In October 2025, our SEU's Managers participated in Sexual Harassment Prevention for Managers trainings through Paycor Learning Center.
4	Provide EEO Training to Management Level Personnel	In October 2025, our SEU's Managers participated in Workplace Violence and Bullying Prevention trainings through Paycor Learning Center.