

**KSNT(TV)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2007 to January 31, 2008<sup>1</sup>**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRS�)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Chief Engineer	1-22, 26, 53	53
Creative Services Director	1-26, 28, 35-41, 47-50	47
Commercial Producer	1-31, 35-39, 41-44, 47-54	23
Weekend Anchor/Reporter	1-30, 35-44, 47-50, 54	47
Local Sales Manager	1-26, 28-31, 34-41, 43-45, 47-50, 54	47
Producer	1-21, 23-31, 35-39, 41, 43, 47-48, 54	48
Reporter	1-32, 35-39, 41, 43, 50, 54	26
Account Executive	1-26, 28-32, 35-44, 49	23
Account Executive	1-26, 28-32, 35-44, 49	23
Account Executive	1-26, 28-32, 35-44, 49	23
Account Executive	1-26, 28-32, 35-44, 49	49
Producer (Morning)	1-21, 23-31, 35-39, 41, 43-44, 54, 56	26
Reporter	1-21, 23-29, 35-39, 41-44, 54, 56	23
Reporter	1-21, 23, 25-29, 35-39, 41-44, 50, 54, 56	50
Maintenance Engineer	1-21, 24, 47	47
News Producer (Morning)	1-21, 23-29, 35-39, 41-43, 47, 54, 56	47
News Editor/Photographer	1-21, 57	57
News Photographer	1-21, 57	57
News Photographer	1-21, 23-25, 28-29, 35-39, 41-44, 54, 56	23
News Producer	1-21, 23-28, 43-44, 48	28
Account Executive	1-21, 23-25, 28-30, 33, 35-44, 54, 56	33
Master Control Operator	1-30, 32, 35-39, 41-44, 52, 54, 56	23

<sup>1</sup> This report provides recruitment data collected from January 22, 2007 through January 21, 2008.

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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 12-month period
1	<b>KSDB-FM (Kansas State University student radio station)</b> 105 Kedzie Hall Manhattan, KS 66502 Contact: Aaron Leiker	Y	0
2	<b>National Academy of Television Arts and Sciences, Heartland Chapter</b> 2140 S. Ivanhoe Street, Suite G-3 Denver, CO 80222-5748 Contact: Audrey Elling	Y	0
3	<b>Ohio Center for Broadcasting</b> 9000 Sweet Valley Drive Valley View, OH 44125 Contact: Gary James, Nat'l Director of Placement	Y	2
4	<b>Allen County Community College</b> 100 Bloomquist Drive Burlingame, KS 66413 Contact: Bill Swinney	Y	0
5	<b>Valeo, Behavioral Health Care</b> 2401 SW 6th Street Topeka, KS 66606 Contact: Amy Schneider/Lynn Smith	Y	0
6	<b>Prairie Band Potawatomi Nation</b> 16281 Q Road Mayetta, KS 66509	Y	0
7	<b>Sac and Fox Nation of Missouri</b> R.R.1, Box 60 Reserve, KS 66434	Y	0
8	<b>The Association for Women in Communication, Topeka Chapter</b> P.O. Box 1582 Topeka, KS 66601-1582 Contact: Karen Wagaman	Y	0
9	<b>Pittsburg State University</b> Grubbs Hall 434 Pittsburg, KS 66762 Contact: Troy Comeau, Director of Broadcasting	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	<b>Cloud County Community College</b> P.O. Box 1002 Concordia, KS 66901 (785) 243-1435 (785) 243-1043 (fax) Contact: John Chapin	Y	0
11	<b>Donnelly College – Career Planning &amp; Placement</b> 608 N. 18th Street Kansas City, KS 66102 Contact: Letrice Adams	Y	0
12	<b>Hutchinson Community College</b> 1300 N. Plum Hutchinson, KS 67501 Contact: Betty Ann Kelly, Placement Secretary	Y	0
13	<b>Highland Community College – Student Resource Center</b> 606 W. Main, Irvin Hall Highland, KS 66035 Contact: Terese Crary	Y	0
14	<b>Wichita State University – Elliott School of Communications</b> 1845 N. Fairmont, 102 Elliott Hall Wichita, KS 67260 Contact: Kevin Hager	Y	0
15	<b>Bethel College</b> Fine Arts Center 300 E. 27th Street North Newton, KS 67117 Contact: Christine Crouse-Dick	Y	0
16	<b>Kansas African-American Affairs Commission</b> 900 SW Jackson Topeka, KS 66612 Contact: Tracy Seybert	Y	0
17	<b>Kansas Hispanic &amp; Latino American Affairs Commission</b> 900 SW Jackson Topeka, KS 66612 Contact: Tracy Seybert	Y	0
18	<b>El Centro, Inc.</b> Macias-Flores Family Center 290 S 10th Street Kansas City, KS 66101 Contact: Anita Martinez	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	<b>Garden City Community College</b> Saffell Library 801 Campus Drive Garden City, KS 67846 Contact: Ryan Ruda/Laura York	Y	0
20	<b>Fort Hays State University</b> 600 Park Street Hays, KS 67601 Contact: Becky Kiser	Y	0
21	<b>Brown Mackie College – Career Services</b> 2106 S. 9th Street Salina, KS 67401 Contact: Garnett Zamboni	Y	0
22	<b>American Indian Chamber of Commerce in Kansas</b> P.O. Box 750222 Topeka, KS 66675 Contact: Amy Herrick	N <i>(requested removal on 2/25/07)</i>	0
23	<b>KSNT(TV) Station Website</b> www.ksnt.com	N	12
24	<b>Internal Posting</b>	N	3
25	<b>Kansas Association of Broadcasters</b> 1916 Sieben Court Topeka, KS 66611 Contact: Harriet Lang	N	0
26	<b>Broadcast Employment Services (TVJOBS.com)</b> P.O. Box 4116 Oceanside, CA 92052 www.tvjobs.com Contact: Mark Holloway	N	6
27	<b>Medialine</b> P.O. Box 51909 Pacific Grove, CA 93950 Contact: Mark/Joyce	N	0
28	<b>Kansas Department of Human Resources, Work Force Center</b> 1430 SW Topeka Blvd. Topeka, KS 66612 Contact: Liz Pruitt	N	1
29	<b>Haskell Indian Nations University</b> 155 Indian Avenue Lawrence, KS 66046 Contact: Bergess Tapedo	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
30	<b>YWCA Career Assistance</b> 1129 Wanamaker Topeka, KS 66604 Contact: Dwight Garman	N	0
31	<b>Every Women's Resource Center</b> 1710 SW 10th Street Topeka, KS 66604 Contact: Debra McClelland [closed as of 6/5/07]	N	0
32	<b>Kaw Area Technical School</b> 5724 SW Huntoon Street Topeka, KS 66604 Contact: Tevs Arnold	N	0
33	<b>Topeka Capital Journal, Classified Ads</b> 616 SE Jefferson Topeka, KS 66607 Contact: Martin Graham	N	1
34	<b>National Association of Broadcasters Career Center</b> 1774 N Street NW Washington, DC 20036 Contact: Karen Hunter	N	0
35	<b>National Association of Hispanic Journalists</b> 1193 National Press Building Washington, DC 20045 (202) 974-2792 Contact: Margaret Capellino	N	0
36	<b>Kansas State University</b> Manhattan, KS 66506 Contact: Gloria Freeland	N	0
37	<b>University of Kansas School of Journalism</b> 210 B Stauffer-Flint Hall Lawrence KS 66045 Contact: Pattie Noland	N	1
38	<b>Washburn University School of Journalism</b> 1700 SW College, Topeka, KS 66621 Contact: Thimios Zaharopoulos	N	0
39	<b>Butler County Community College</b> 901 S. Haverhill Road El Dorado, KS 67042 Contact: Lance Hayes	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
40	<b>Baker University School of Professional/Graduate Studies</b> 6220 SW 29th Street Topeka, KS 66614 Contact: N. Tucker	N	0
41	<b>Baker University – Communications Department</b> P.O. Box 65 Baldwin City, KS 66066 Contact: Dr. Joe Watson	N	0
42	<b>Baker University – Career Development</b> P.O. Box 65 Baldwin City, KS 66066 Contact: Cassie Gilmore	N	0
43	<b>University of Missouri School of Journalism</b> 120 Neff Hall Columbia, MO 65211-1200 Contact: Mike Hoferlin	N	1
44	<b>Washburn University Center for Learning and Student Services</b> 1700 SW College Topeka, KS 66621 Contact: Judy Smith	N	1
45	<b>American Women in Radio and Television</b> 8405 Greensboro Drive, Suite 800 McLean, VA 22102	N	0
46	<b>Bryan College</b> 1527 SW Fairlawn Topeka, KS 66604 Contact: Marc Jasperson	N	0
47	<b>Internal Transfer/Promotion</b>	N	5
48	<b>Employee Referral</b>	N	3
49	<b>Non-Employee Referral</b>	N	2
50	<b>Walk-In/Self-Referral</b>	N	4
51	<i>(intentionally omitted)</i>	N	0
52	<b>Wichita Technical Institute – Topeka Campus</b> 3712 SW Burlingame Road Topeka, KS 66612 Contact: Mary Meens	N	1
53	<b>Keystone America</b> 298 Yates Street, Suite 3 Pittston, PA 18640 Contact: Al Kornish	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
54	<b>Northwestern University – Medill School of Journalism</b> 1845 Sheridan Road Evanston, IL 60208-2101 Contact: Jon Petrovich	N	0
55	<b>Spots N Dots, Classified Ads</b> (888) 884-2360	N	0
56	<b>Kansas Wesleyan University</b> 100 E Claflin Salina, KS 67401 Contact: Paul Green, Instructor/ Video Production Manager	N	0
57	<b>Career Fairs (3/1/07 &amp; 3/8/07)</b>	N	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			47

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Establish Internship Program	KSNT(TV) interns work in our news, production or sales departments to receive a meaningful educational and work experience designed to meet the academic and career goals of the intern. During this reporting period, our station hosted four interns, one each from Kansas University and Kansas State University and two from Northwestern University.
2	Participate in Job Fair	On March 1, 2007, KSNT(TV) participated in the Kansas University School of Journalism Career Fair. Station participants included our News Director and a Reporter, who discussed job opportunities at the station with students interested in broadcasting careers.
3	Participate in Job Fair	On March 8, 2007, KSNT(TV) participated in the Kansas State University Journalism and Mass Communications Career Fair. Station participants included our News Director, who discussed job opportunities at the station with students interested in broadcasting careers.
4	Participate in Job Fair	On March 27, 2007, KSNT(TV) participated in the Allen County Futures/Career Fair. Station participants included our Human Resources Manager, who discussed job opportunities at the station with students interested in broadcasting careers.
5	Co-Host Job Fair	On June 26, 2007, KSNT(TV) co-hosted the 2007 Kansas Association of Broadcasters Career Fair. Station participants included an HR representative, who served on a committee to organize and plan the career fair. Additionally, as part of its sponsorship role, the station aired 30-second advertisements, created career fair flyers and sent reminders to recruitment sources to promote the event. KSNT(TV) also participated as a local employer during the fair.