

**EEO PUBLIC FILE REPORT**

**Reporting Period:** February 1, 2017 - January 31, 2018

**Stations Included in Report:** KFDI-FM, KFTI-AM, KFXJ-FM, KICT-FM, KYQQ-FM

**I. List of Recruitment Sources**

(including the number of interviewees referred during the reporting period)

\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				5
C2	Internal Candidate / WorkLife				3
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			9
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

**EEO PUBLIC FILE REPORT**

C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		9
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				7
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		4
C135	Daily Clips				1
C163	JobCase.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C164	Glassdoor.com (via scraping)		www.glassdoor.com		1

**Local Sources**

L1	American Broadcasting School*	712 N. Watson Road Ste 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College*	2320 S. 19th St. Tacoma, WA 98405	Shirley Miller skmiller@bates.ctc.edu	253-680-7240	
L3	Central Michigan University*	340 Moore Hall Mount Pleasant, MI 48859	Michelle Kalisek kalis1m@cmich.edu	989-774-3851	
L4	Colby Community College / KTCC FM	1255 S. Range Colby, KS 67701	Monica Kane monica@colbycc.edu	785-462-3984	
L5	Emerson College*	113 Gray Street Arlington, MA 2476	Mary Sullivan careers@emerson.edu	781-646-1077	
L6	Fort Hays State University	600 Park Street Hays, KS 67601	Millie Schuster careers@fhsu.edu	785-628-4260	
L7	Knox Center, Inc.	1809 N. Broadway Wichita, KS 67214	Kenneth Holloway C Taylor kholloway@therci.com, ctaylor@therci.com	316-265-8511	
L8	Newman University	3100 McCormick Ave. Wichita, KS 67213	Melody Head OLD: Sherry Lamm LammS@newmanu.edu	316-942-4291	
L9	Ohio & Illinois Centers for Broadcasting*	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	312-884-8000	
L10	Pittsburg State University	210 Grubbs Hall Pittsburg, KS 66762	Heather Busch hbusch@pittstate.edu	620-235-4140	

**EEO PUBLIC FILE REPORT**

L11	Senior Services of Wichita	200 S. Walnut Wichita, KS 67213	Cherie Wenderott Cheriew@seniorservicesofwichita.org	316-267-1771	
L12	University of North Texas*	PO Box 310589 Denton, TX 76203	Phyllis Slocum Slocum@unt.edu	940-565-2565	
L13	University of Wisconsin - Oshkosh School of Radio, TV & Film*	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L14	Wichita Workforce Center	150 N. Main Suite 100 Wichita, KS 67202	Wiley Smith wsmith@kansasworks.com , wichitajobs@kansasworks.com sbaker@kansasworks.com	316-771-6828	
L15	Kansas Association of Broadcasters	2709 SW 29 Street Topeka, KS 66614	Judy www.kab.net	785-235-1307	
L16	Newman University	3100 McCormick Ave. Wichita, KS 67213	Melody Head www.collegecentral.com/newman	316-942-4291	
L17	University of Colorado at Boulder*	1511 University Ave 478 UCB Boulder, CO 80309	Christine Mahoney <a href="https://www.myinterfase.com/cuboulder_journalism/employer/">https://www.myinterfase.com/cuboulder_journalism/employer/</a>	303-492-0460	
L18	WichitaHelpWanted.com	One Civic Center Plaza Suite 506 Poughkeepsie, NY 12601	Kris Schneider www.wichitahelpwanted.com	800-365-8630	
L19	Wichita State University	1845 Fairmont Street Wichita, KS 67260	Jill Pletcher <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	316-978-3456	
L20	AllAccess	28955 Pacific Coast Hwy 210 Malibu, CA 90265	www.allaccess.com		
L21	The Restoration Center, Inc	2924 East Douglas Drive Wichita, KS 67214	Carl Taylor ctaylor@therci.com www.therci.com	316-265-8536	

**Total Number of Interviewees Referred: 40**

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Radio [12244]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, C135, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	Code Number: C3 Start Date: 2017-02-06
Account Exec, Radio [12862]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	Code Number: C130 Start Date: 2017-06-05
Account Exec, Radio [13103]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	Code Number: C1 Start Date: 2018-01-08
Local Sales Manager, Radio [12552]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	Code Number: C130 Start Date: 2017-03-06
Radio Traffic Asst I [13248]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, C164, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	Code Number: C2 Start Date: 2017-08-14
Receptionist [13318]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, C163, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	Code Number: C3 Start Date: 2017-09-11

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Hosting at least one job fair.</p>	<p>February 21, 2017: Scripps Career Fair Abode Venue Wichita, Kansas Scripps hosted a career fair and also participated in this event as an employer. The Promotions manager was onsite as overall host of the event, while the General Sales Manager and several account executives interacted with interested attendees by accepting resumes, speaking to applicants about job opportunities, and distributing information about the stations. There were 20 other businesses represented with approximately 150 potential applicants in attendance.</p> <p>September 19, 2017: Scripps Career Fair Abode Venue Wichita, Kansas Scripps hosted a career fair and also participated in this event as an employer. The Promotions manager was onsite as overall host of the event, while the General Sales Manager and several account executives interacted with interested attendees by accepting resumes, speaking to applicants about job opportunities, and distributing information about our stations. There were 22 other businesses represented with approximately 100 potential applicants in attendance.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>At Scripps we have a broad commitment to building our leadership capabilities at all levels of the company. We invest in a nationally-recognized leadership program called The Leadership Challenge (TLC), which is designed to develop leaders and accelerate leadership throughout the organization. Station management identifies two - three individuals within our organization who showed leadership qualities that could be developed into management level employees. Candidates participate in a corporate-wide leadership program known as the Leadership Champion program. The employees attended a training and information program with similar employees from other of the company's business units near the corporate headquarters on September 12-15, 2017.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>March 31, 2017 Mulvane Middle School Station Visit Scripps Wichita Station The Operations Manager hosted a station tour along with the program director from KFXJ/KICT, production manager, a news reporter, and 5 on air talents; 13 members from the 8th grade communication class of Mulvane Middle school were escorted around the facilities to observe various job functions within each department. Following the tour, a 1 hour presentation on careers in broadcasting, course of study to pursue a career in radio, and a question and answer period. Our production manager had them record copy to gain first hand experience in recording a commercial.</p>

EEO PUBLIC FILE REPORT

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	<p>September 19, 2017: Scripps Career Fair Abode Venue Wichita, Kansas Scripps hosted a career fair and also participated in this event as an employer. The Promotions manager was onsite as overall host of the event, while the General Sales Manager and several account executives interacted with interested attendees by accepting resumes, speaking to applicants about job opportunities, and distributing information about our stations. There were 22 other businesses represented with approximately 100 potential applicants in attendance.</p> <p>October 19, 2017 Careers for the Creative Job Fair Wichita State University- Wichita, Kansas Participating from Scripps were the KFDI News Director, Program Director for KFXJ/KICT, Music Director for KICT. They spoke to students about employment options and job openings at Wichita Radio Operations, job descriptions and specific functions of each department and growth opportunities within the company. This led to ultimately hiring an interested candidate for the promotions assistant position.</p> <p>December 5, 2017 Professionals Lunch Valley Center High School Valley Center, Kansas The operations manager attended a professionals lunch where he spoke with the members of the media club and communications classes of Valley Center High School. They discussed college planning for careers in radio, different ways to get a start in radio through internships and job shadowing, and the different opportunities within the departments.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Wichita Radio Operations managers are required to attend training biennially on Equal Employment Opportunity laws that guide Scripps' recruiting efforts and how to help ensure hiring practices are fair and lawful. These training sessions are organized by Learning &amp; Leadership Development and are designed to prevent discrimination in hiring and to ensure equal employment opportunity.</p>