

EEO PUBLIC FILE REPORT

KFDI-FM/KFTI-AM/KFXJ-FM/KICT-FM/KYQQ-FM

February 1, 2019 - January 31, 2020

FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Account Executive	9/13/18	02/04/19	Employee Referral	2	1
				Radio Advertisement	2	
2	Account Executive	04/09/19	07/22/19	SummitMedia Website	4	
				Employee Referral	1	1
3	Account Executive	7/31/2019	8/20/19	Indeed.com	2	1
				Ziprecruiter.com	1	
				Radio Advertisement	1	
4	Receptionist	7/22/2019	10/07/19	SummitMedia Website	1	
				Indeed.com	3	
				Employee Referral	1	1
5	Bilingual Account Executive	07/30/19	11/04/2019	Kansas State University Joinhandshake.com	1	
				Employee Referral	1	1
6	Account Executive	10/04/2019	10/28/2019	Kansas State University Joinhandshake.com	1	1

***The Attached List of Recruitment Sources were contacted for the above openings**

Information Regarding Recruitment Sources for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Indeed.com		9	
2	Kansas State University Joinhandshake.com		2	
3	Kansas Association of Broadcasters Kab.net 214 SW 6 th Street, Ste 300 Topeka, KS 66603	Judy Clouse (785) 235-1307	1	
4	LinkedIn			
5	Radio Advertisement		4	
6	SummitMedia Website		6	
7	Wichitahelpwanted.com			
8	Ziprecruiter.com		3	
9	Employee Referral		6	

10	Wichita State University 1845 Fairmount Street Wichita, KS 67260 Joinhandshake.com			
11	Fort Hays State University 600 Park Street Hays, KS 67601 Joinhandshake.com			
12	Drake University 2507 University Avenue Des Moines, IA 50311 Joinhandshake.com			
13	Emporia State University 1 Kellogg Circle Emporia, KS 66801 Joinhandshake.com			
14	Pittsburg State University 1701 South Broadway Street Pittsburg, KS 66762 Joinhandshake.com Gorillas4hire.com			
15	Newman University 3100 McCormick Street Wichita, KS 67213 Joinhandshake.com			

16	University of Iowa Iowa City, IA 52242 Joinhandshake.com			
17	University of Nebraska Lincoln 1400 R Street Lincoln, NE 68508 Joinhandshake.com			
18	Missouri State University 901 S. National Avenue Springfield, MO 65897 Joinhandshake.com			
19	University of Oklahoma 660 Parrington Oval Norman, OK 73019 Joinhandshake.com			
20	Creighton University 2500 California Plz Omaha, NE 68131 Joinhandshake.com			
21	The University of Tulsa 800 S. Tucker Drive Tulsa, OK 74104 Joinhandshake.com			

22	University of Missouri – Kansas City 5000 Holmes Street Kansas City, MO 64110 Joinhandshake.com			
23	McPherson College 1600 East Euclid Street McPherson, KS 67460 Joinhandshake.com			
24	Allaccess.com		7	
25	RAMP.com		1	

**Long Term Recruitment Initiatives
Implemented During Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	February 15, 2019	Country Radio Seminar Women's Mentoring Breakfast	President/General Manager was a mentor in this "speed-dating" format.	In 1 hour and 20 minutes President/General Manager mentored 12 women, covering ways to enter and grow in the radio business. Participants were students and those wanting to develop their radio careers.	President/General Manager
2	June 19, 2019	Wichita Chamber of Commerce "Filling the Talent Pipeline: Employee Recruitment, Retention & Higher Education"	Recruitment educational training seminar attended by General Sales Manager.	After the presentation, General Sales Manager spoke one on one with Assistant Director of Employer Relations at Wichita State University to discuss effective ways to widen our recruitment pool in Broadcast.	General Sales Manager
3	September 24, 2019	Kansas Association of Broadcasters Foundation	Donation of items for the annual KAB Foundation auction.	In support of broadcast scholarships, SummitMedia Wichita donated Miranda Lambert tickets (valued at \$170 for 10/26/2019 concert). The KAB Foundation funds scholarships to broadcast students. October 16, 2019	President/General Manager and Promotions Manager

4	October 16, 2019	Circle High Job Shadow SummitMedia Radio Stations	On October 16, 2019 we hosted a student from Circle High School as part of our job shadow outreach.	The student shadowed from 9am to 2pm, to observe aspects of working in a news department. He was introduced to audio editing, website and social media posting and even did a live traffic update. He was shown other departments and other stations to give him a rounded introduction to radio broadcasting.	News Anchor/Reporter and Executive Producer News
5	October 16, 2019	Mulvane High School Job Shadow SummitMedia Radio Stations	On October 16, 2019 we hosted a student from Mulvane High School.	11-11:30am student visited with Operations Mgr about broadcast career opportunities. 11:30-2:30pm Asst. Program Director and student in studio covered on-air, music scheduling, music director duties, operating systems 12:30pm-Production Mgr discussed production 1:30pm Promotions Mgr met with student about Promotions and events. 2:00p President/General Mgr facilitated a phone call with a mentor broadcast executive who discussed paths to becoming multi-skilled in sports broadcasting and play-by-play areas.	President/General Manager, Operations Manager, Promotions Manager, Assistant Program Director, Production Director

6	December 3, 2019	Valley Center High School	SummitMedia Wichita team spoke to the Advanced Media class at Valley Center High School.	Our team presented to the students for 45 minutes on broadcast opportunities, skills needed, the ability to move from one field to another. The Operations Manager spoke to three students regarding open positions.	Operations Manager, Promotions Manager, KICT Air Talent, Promotions Coordinator
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