

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2016 - January 31, 2017

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
Common Sources					
C1	Employee Referral				5
C2	Internal Candidate / WorkLife				2
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			10
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	
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	

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C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		5
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				5
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		3
C135	Daily Clips				1
C146	Development Test Emedia	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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	Peter Orlik orlik1pb@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	

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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 https://www.myinterfase.com/cuboulder_journalism/employer/	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 https://app.joinhandshake.com/jobs	316-978-3456	
L20	AllAccess	28955 Pacific Coast Hwy 210 Malibu, CA 90265	www.allaccess.com		1
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: 36

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec -RAD	C1, C2, C3, C131, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	C131
Account Exec -RAD	C1, C2, C3, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	C3
Account Exec -RAD	C1, C2, C3, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	C1
Account Exec, Radio	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	C130
Account Exec, Radio	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	C3
Account Exec, Radio	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	C134
Dir, Programming - Radio	C1, C2, C3, C130, C131, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	C131
Mgr, Local Sales - Radio	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134, C146, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	C134
On-Air Co-Host-RAD	C1, C2, C3, C97, L1, L2, L3, L4, L5, L6, L8, L10, L11, L12, L13, L14, L15, L18, L19, L21	C97
On-Air Host-RAD	C1, C2, C3, C49, C96, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L20, L21	C2
On-Air Host-RAD	C1, C2, C3, C49, C96, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L20, L21	L20
On-Air Host-RAD	C1, C2, C3, C96, L1, L2, L3, L4, L5, L6, L10, L11, L12, L13, L14, L15, L16, L18, L19, L21	L0

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Hosting at least one job fair.</p>	<p>October 18, 2016: Hosted Career Fair. There were 25 booths of potential employers, Wichita Radio Operations. Approximately 300 people attended and a new account executive was hired as a result of attending at event.</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 identified two individuals within our organization who showed leadership qualities that could be developed into management level employees. Both candidates participated in a corporate-wide leadership program known as the Leadership Champion program. These two employees attended a training and information program with similar employees from other of the company's business units near the corporate headquarters on September 19-21, 2016.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>December 7, 2016: Justin Case, Operations Manager, hosted 13 8th grade students from Mulvane Middle School. They were all members of Mrs. Barnett's Communications Class. They came in to discuss careers in broadcasting from 915am-1045am During the presentation the following was discussed: -Education needed for a career in broadcasting -Special training -Different opportunities within an individual radio station - Recommended course study -Job satisfaction. Best/worse parts. -Benefits of working for a large broadcasting company -Different ways to start in radio Peter McNair, Program Director, Jenny Goertzen, Promotions Manager and Jake Bowles, News Talent also answered questions.</p>
	<p>October 19, 2016: Justin Case, Operations Manager spoke at Career Day at Andover High School. It was a 50 minute presentation to a group of 32 students. He spoke about journalism as a career and distributed Scripps tri-fold career pamphlets. He covered the degrees most helpful and the skills needed to succeed in our industry. He also spoke about the recent National Murrow Award and its significance. The students were very engaged and interested in the digital assets of our company. One participant expressed an interest in radio reporting and he provided the teacher with his contact information if this student wanted any additional advice or an opportunity to intern.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>April 12, 2016: Justin Case, Operations Manager, hosted 19 8th grade students from Mulvane Middle School. They were all members of Mrs. Barnett's Communications Class. They came in to discuss careers in broadcasting from 930am-1015am. During the presentation the following was discussed: -Education needed for a career in broadcasting -Special training -Different opportunities within an individual radio station - Recommended course study -Job satisfaction. Best/worse parts. -Benefits of working for a large broadcasting company -Different ways to start in radio There was also a station tour and question and answer session.</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 & Leadership Development and are designed to prevent discrimination in hiring and to ensure equal employment opportunity.</p>