

**KSNT(TV), KTMJ-CA, KTLJ-CA, KMJT-CA, KETM-CA ¹
EEO PUBLIC FILE REPORT**

2/1/2008 - 1/31/2009²

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
METEOROLOGIST	1-28,33-37,39,41-42,45,49-50,51	51
MORNING ANCHOR	1-29,33-37, 39,41-42,44,49-50	44
REPORTER	1-29,33-37,39,41-42,49-50	25
CHIEF METEOROLOGIST	1-28,33-37,39,41-42,46-47,49-50	47
SPORTS REPORTER	1-13,15-21,23,28,34-37,39,41,44,50	44
ACCOUNT EXECUTIVE	1-24,27-29,31,33-39,41-42,45	31
ACCOUNT EXECUTIVE	1-24,27-29,31,33-39,41-42,45	45
ACCOUNT EXECUTIVE	1-24,27-29,31,33-39,41-42,45	31
ACCOUNT EXECUTIVE	1-24,27-29,31,33-39,41-42,45	31
LOCAL SALES MANAGER	1-24,27-28,33-40,42,44,50	44
ACCOUNTING/TRAFFIC ASSIST	1-23,27-29,31,34-36,40,42	31
NETWORK ADMINISTRATOR	1-24,27-30,33-37,39-42,45,48,50	45
NEWS PHOTOG/EDITOR	1-22,24,27-28,33-37,39-42,49-50	36
NEWSCAST DIRECTOR	1-25,27-28,33-37,39-42,44,49-50	44
REPORTER	1-21,47	47
WEEKEND ANCHOR/REPORTER	1-24,27-28,33-37,39-42,44,49-50	44
MASTER CONTROL OPERATOR	1-22,24,27-30,33-37,39,41-42,48,50	27
MASTER CONTROL OPERATOR	1-22,24,27-30,33-37,39,41-42,48,50	22
MASTER CONTROL OPERATOR	1-22,24,27-30,33-37,39,41-42,45,48,50	45
MASTER CONTROL/BLDG MAINT	1-22,24,27-30,33-37,39,41-42,48,50	48

¹ KTMJ-CA, KTLJ-CA, KMJT-CA, KETM-CA joined this station employment unit on September 1, 2008.

² This report provides recruitment data from January 22, 2008 - January 21, 2009.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS over 12-month period
1	KSDB-FM (KSU student radio station), Aaron Leiker 105 Kedzie Hall, KSU, Manhattan KS 66502	YES	0
2	National Academy of Television Arts and Sciences, Audrey Elling Heartland Chapter 2140, S. Ivanhoe St., Suite G-3, Denver Co 80222-5748	YES	0
3	Ohio Center for Broadcasting - Gary James Nat'l, Dir. Of Placement 9000 Sweet Valley Dr. Valley View OH 44125	YES	1
4	Allen County Community College - Bill Swinney 100 Bloomquist, Burlingame KS 66413	YES	0
5	Valeo, Behavioral Health Care - Amy Schneider/Lynn Smith 2401 SW 6th St., Topeka KS 66606	YES	0
6	Prairie Band Potawatomi Nation - 16281 Q Road Mayett KS 66509	YES	0
7	Sac' and Fox Nation of Missouri R.R.1 Box 60 Reserve, KS 66434	YES	0
8	The Association for Women in Communication, Topeka Chapter Jesyca Rodenburg, P.O. Box 1582 Topeka KS 66601-1582	YES	0
9	Pittsburg State University - Troy Comeau, Director of Broadcasting Grubbs Hall 434, Pittsburg KS 66762	YES	0
10	Cloud County Community College- John Chapin - Phone: 785-243-1435 P.O. Box 1002 Concordia KS 66901 - Fax: 785-243-1043	YES	0
11	Donnelly College Career Planning Placement - Jane Ballagh-DeTovar 608 N 18th St., Kansas City KS 66102	YES	0
12	Hutchinson Community College - Betty Ann Kelly, Placement Secretary 1300 N Plum, Hutchinson KS 67501	YES	0
13	Highland Community College-Student Resource Center - William Gladhart 606 W Main, Irvin Hall, Highland KS 66035	YES	0
14	Wichita State University, Elliott School of Communications - Kevin Hager 1845 N Fairmont, 102 Elliott Hall Wichita KS 67260	YES	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS over 12-month period
15	Bethel College - Christine Crouse-Dick Fine Arts Center, 300 E. 27th St. North Newton KS 67117	YES	0
16	Kansas African-American Affairs Commission - Tracy Seybert 900 SW Jackson, Topeka KS 66612	YES	0
17	Kansas Hispanic & Latino American Affairs Commission - Tracy Seybert 900 SW Jackson, Topeka KS 66612	YES	0
18	El Centro, Inc. Anita Martinez Macias-Flores Family Center 290 S 10th St, Kansas City KS 66101	YES	0
19	Garden City Community College - Ryan Ruda and Laura York 801 Campus Dr., Saffell Library, Garden City KS 67846	YES	0
20	Fort Hays State University - Mark Bannister 600 Park St., Hays KS 67601	YES	0
21	Brown Mackie College Career Services - Garnett Zamboni 2106 S 9th St. Salina KS 67401	YES	0
22	Station website: www.Ksnt.com and www.myfoxtopeka.com	NO	2
23	KSNT(TV) - KTMJ FOX43 Internal Posting/Candidate	NO	1
24	Kansas Association of Broadcasters, Kent Cornish 1916 Sieben Ct., Topeka KS	NO	1
25	Broadcast Employment Services (TVJOBS.com), Mark Holloway P.O. Box 4116 Oceanside CA	NO	4
26	Medialine, Mark or Joyce P.O. Box 51909 Pacific Grove CA 93950	NO	1
27	Kansas Dept. of Human Resources, Work Force Center, Cherly White 1430 SW Topeka Blvd. Topeka KS 66612	NO	7
28	Haskell Indian Nations University, Bergess Tapedo 155 Indian Ave., Lawrence KS 66046	NO	0
29	YWCA Career Assistance, Dwight Garman 1129 Wanamaker, Topeka KS 66604	NO	0
30	Kaw Area Technical School, Tevs Arnold 5724 SW Huntoon St., Topeka KS 66604	NO	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS over 12-month period
31	Topeka Capital Journal, Classified Ads, Kelli Kooken 616 SE Jefferson, Topeka KS 66607	NO	18
32	NAB Career Center, Karen Hunter 1774 N Street, NW, Washington DC 20036	NO	0
33	Hispanic Journalists Assoc. Margaret Capellino 1193 National Press Building Washington DC 20045 202-974-2792	NO	0
34	Kansas State University, Gloria Freeland Manhattan Kansas	NO	0
35	University of Kansas, School of Journalism, Pattie Noland 210 B Stauffer-Flint Hall, Lawrence KS 66045	NO	0
36	Washburn University School of Journalism, Barbara DeSanto 1700 SW College Topeka KS 66621	NO	1
37	Butler County Community College, Lance Hayes 901 S. Haverhill Rd. El Dorado KS 67042	NO	0
38	Baker University School of Prof/Grad Studies, N. Tucker 6220 SW 29th St., Topeka KS 66614	NO	0
39	Baker University Communications Dept. Dr. Joe Watson P.O. Box 65, Baldwin City KS 66066	NO	0
40	Baker University Career Development, Susan Wade P.O. Box 65, Baldwin City KS 66066	NO	0
41	University of Missouri School of Journalism, Mike Hoeflerlin Columbia MO	NO	0
42	Washburn University Center for Learning and Student Services 1700 SW College Topeka KS 66621 - Judy Smith	NO	1
43	Bryan College, Angela Tyroler 1527 SW Fairlawn, Topeka KS 66604	NO	0
44	Internal Transfer/Promotion	NO	5
45	Employee Referral	NO	7
46	Non-Employee Referral	NO	2

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS over 12-month period
47	Unsolicited/Walk-ins	NO	2
48	Wichita Technical Institute, Erica Kolar 3712 SW Burlingame Rd., Topeka KS 66612	NO	1
49	Northwestern University, Medill School of Journalism, Mark LaMet 1845 Sheridan Rd., Evanston IL 60208-2101	NO	1
50	Kansas Wesleyan University - Paul Green, Instructor, Video Production Mgr. 100 E Claflin Salina KS 67401	NO	0
51	Career Fairs (<i>see Section III</i>)	NO	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			56

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Establish Internship Program	Our SEU's interns work in our newsroom 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 2 interns from Northwestern University.
2	Establish Internship Program	During this reporting period, our SEU partnered with Seaman High School to provide a real-life learning experience for 5 students. Each student spent 3 hours per week for 6 weeks observing and participating in newsroom operations.
3	Participate in job fair	On March 6, 2008 our SEU participated in the Kansas University School of Journalism Career Fair. Station participation included our News Director and an anchor who discussed job opportunities at the station with students interested in broadcasting careers.
4	Co-Host Job Fair	On June 24, 2008, our SEU co-hosted the 2008 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 and notified recruitment sources to promote the event. Our SEU also participated as a local employer during the fair with the News Director discussing station job and internship opportunities with interested attendees.