

KLDG(FM), KSCB(AM), KSCB (FM)
EEO PUBLIC FILE REPORT
2/01/10 -1/31/2011

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
kscbnews.net Specialists	3	1

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RS No.	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS over 12-month
1	BEDA www. Alliance of State Broadcasters Assoc. 1916 Southwest Sieben Topeka, Kansas 66611 Kent Cornish P: 785-235-1307 F: 785-233-3052 * source refers to numerous other agencies/institutions	NO	0
2	Kansas Association of Broadcasters 1916 Southwest Sieben Topeka, Kansas 66611 Kent Cornish P: 785-235-1307 * source refers to numerous other agencies/institutions	NO	0
3	KLDG (FM), KSCB (AM), KSCB (FM) on air announcements 1410 North Western Avenue Liberal, Kansas 67901 Tracy Utz P: 620-624-3891 F: 620-624-7885	NO	3
4	Los Teimpos 16 South Kansas Liberal, Kansas 67901 P: 620-624-2548	NO	0
5	Southwest Times 16 South Kansas Liberal, Kansas 67901 P: 620-624-2548 ad@swdtimes.com	NO	0
6	High Plains Daily Leader 218 South Kansas Avenue Liberal, Kansas 67901 P: 620-6260840 F: 620-6269854	NO	0

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	news@hpleader.com		
7	www.allaccess.com 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA 90265 p: jdenver@access.com	NO	0
8	Internal Candidate	NO	0
9	Station Website	NO	0
Total Number of Interviewees during Reporting Period			3

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III. RECRUITMENT INITIATIVES

1	Host internship program	Throughout the report period, Seward County Broadcasting hosted student interns from Liberal High school and Seward County Community College. One student from each institution learned aspects of broadcasting from reporting, editing, and on air delivery. Each student received class credit for their participation. The Journalism and broadcasting departments from both institutions were responsible in placing students. News and Sports Director Brock Kappelmann tutored the pupils.
2	Host internship program	Like in past, Seward County Broadcasting employed part-time students to operate the board during sporting events etc. Students were taught to be on time, operate computerized boards, and learn the ins-and-outs of broadcasting from behind the scenes. Students received minimum wages for their work. Student operators were recommended by staff at Liberal High School.
3	Co-Sponsor of Job Fair	For a second year, Seward County Broadcasting Company sponsored a job fair, in conjunction with a health fair and its sponsor 'the Southwest Medical Center'. A booth, with station personnel present, offered broadcasting literature and job applications were available.
4	On-site tours	Numerous high schools (Liberal High – Tyrone High)and the local Community College allowed broadcasting students an opportunity to tour our station facilities and learn each and every aspect of our industry. Students were instructed by station personnel of all facets including sales, on-air, business, engineering,etc. This has become an annual event.
5	Promotion of Scholarship Programs	Seward county Broadcasting participated in a state wide promotion (Kansas Association of Broadcasters), reminding of broadcasting scholarships available to high school and Community College students who intend to study Broadcasting at a four year institution. Our participation included airing commercials promoting the availability of the scholarship monies. We also handed out information at our job fair as well as informed materials were available at our stations. In the past several students from our area have garnered scholarships for their education.

