

## KRPS EEO Public Inspection File Report

The information contained in this Report covers the time period beginning 2/01/2016 to and including 1/31/2017 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of full time job vacancies filled by the station comprising the Station Employment Unit during the Applicable Period;
  - Program Director
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;

### Organizations requesting notification:

- No organizations have requested notification of job openings pursuant to Section 73.2080(c)(1)(ii)

### Recruitment Sources:

- **Program Director**
  - Pittsburg State University Jobs Website
    - <http://www.pittstate.edu/office/hr/jobs.dot>, 1701 S. Broadway, Pittsburg, KS 66762, Cindy Johnson, (620) 235-4189
  - Kansas Association of Broadcasters Job Bank (online)
    - [www.kab.net](http://www.kab.net), 214 SW 6<sup>th</sup> St., Topeka, KS 66603, Judy Clouse, (785) 235-1307
  - Missouri Broadcaster Association Job Bank (online)
    - <http://www.mbaweb.org>, 1025 Northeast Drive, Jefferson City, MO 65109, no specific contact, (573) 636-6692
  - Corporation for Public Broadcasting Jobline (online)
    - [www.cpb.org/jobline](http://www.cpb.org/jobline), processed completely online with no contact person, address or telephone number
  - KMUW Public Radio
    - 3317 E. 17<sup>th</sup> St. North, Wichita, KS 67208, Debra Fraser, (316) 978-6789
  - KANU Public Radio
    - 1120 W. 11<sup>th</sup> St., Lawrence, KS 66044, Steve Kincaid, (785) 864-4530
  - KHCC Public Radio
    - 815 N. Walnut St., Hutchinson, KS 67501, Ken Baker, (620) 662-6646
  - KANZ Public Radio
    - 210 N. 7<sup>th</sup> St., Garden City, KS 67846, Debra Oyler, (620) 275-7444
  - PSU Department of Communication,
    - Pittsburg State University, 215 Grubbs Hall, Pittsburg, KS 66762, Kristi Geier, (620) 235-4063
  - Morning Sun
    - Morning Sun newspaper, 701 N. Locust, Pittsburg, KS 66762, Classified Ads Department, (620) 231-2600
  - Joplin Globe
    - Joplin Globe newspaper, 117 E. 4<sup>th</sup>, Joplin, MO 64801, Classified Ads Department, (417) 623-3480

- KRPS Website
  - KRPS.org, 1501 S. Joplin, Pittsburg, KS 66762, Missi Kelly, (620) 235-4288
- Family Life Assembly of God
  - 1234 N Rouse Ave., Pittsburg, KS 66762, no specific contact, (620) 232-3524
- James River Church
  - 6100 N 19<sup>th</sup> St., Ozark, MO 65721, no specific contact, (417) 581-5433
- Central Christian Church
  - 2900 N Rock Rd., Wichita, KS 67226, no specific contact, (316) 688-4400
- Victory Church
  - 7700 S Lewis Ave., Tulsa, OK 74136, no specific contact, (918) 491-7700
- City of Pittsburg Website
  - pittsburg/listserv@civicplus.com, 201 W. 4th St., Pittsburg, KS 66762, no specific contact, (620) 231-4100
- JobsMo.gov Website
  - jobsmo.gov, no specific contact, 888-728 JOBS (5627)

3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

- Program Director – Word of mouth.

4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;

- Three individuals were interviewed during the search. Two were interviewed in person.
  - One learned of the position from the PSU website.
  - One learned of the position by word of mouth.
  - One learned of the position from the CPB website.

5. A list and brief description of the initiatives undertaken in the preceding year.

*Menu Item #7*

Participation in scholarship programs directed to students interested in pursuing a career in broadcasting;

KRPS offers two scholarships to students of Pittsburg State University. Following is a description of each, including requirements and restrictions.

Thomas E. and Linda Beal Broadcasting Scholarship

- A minimum grade point average of 3.000 is required.
- Scholarship recipients shall complete an internship in the radio station, KRPS, under the supervision of the General Manager.
- Restricted to Broadcast majors who are residents outside the four southeast Kansas counties of Bourbon, Cherokee, Crawford and Montgomery.

Robertson Strawn Broadcasting Scholarship

- A minimum grade point average of 2.500 is required.
- Restricted to Broadcast majors who work in the radio station, KRPS.

A scholarship recipient was chosen and worked as a student employee during the spring semester of 2015.

#### *Menu Item #10*

Participation in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions;

- Spring 2015 – Station had a booth at the local Business/Education Alliance Career Fair for area high school juniors and seniors.
- August 2016 – Station had a booth at Pittsburg State University’s Community Fair. Information regarding scholarship opportunities and internships was distributed.
- November 2016 – General Manager participated in the Mock Interview program for high school students from surrounding school districts. Students particularly interested in a career in broadcasting, sales, or the arts were interviewed and evaluated on their interview skills.
- December 2015 – General Manager participated in Reality U, an exercise that helps high-school freshmen understand some of the realities involved in preparing for an employable future and adulthood.
- February 2015 – KRPS hosted a boy-scout troop for a tour of the radio station to help the scouts earn a badge.
- Fall 2015 – KRPS hosted a PSU Freshman Experience class for an informational tour as one of their class sessions.
- Fall 2015 – KRPS hosted the PSU Advancement Ambassadors organization for an informational tour.

#### *Menu Item #14*

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

As a department of Pittsburg State University, KRPS is held to the hiring training and practices of the University. With each position search conducted, the members of the hiring committee are charged with learning and practicing equal employment opportunity and discrimination prevention.

- General Manager serves as a member of the Affirmative Action Committee at Pittsburg State University.
- Fall 2016 – KRPS Program Director began “Basic Supervisory Training” coordinated by licensee, Pittsburg State University. Topics covered include proper hiring practices, including EEO.
- Spring 2016 – Senior Administrative Assistant, who manages and supervises student employees, graduated from the Leadership PSU program, a program organized by the licensee to provide university employees with opportunities to meet and hear from area community business leaders discussing an array of topics including diversity.
- Spring 2016 – Senior Administrative Assistant served on the search committee for a Program Director.