

**EEO ANNUAL PUBLIC FILE REPORT
GREAT PLAINS MEDIA**

This report covers full-time vacancy recruitment for the period of February 1, 2016 to January 31, 2017

Employment Unit: Great Plains Media, Inc.	Address: Great Plains Media, Inc. 3125 West 6 th Street Lawrence, KS 66049	Contact Person/Title: Tim Robisch/General Manager
Unit Members, Community of License: KKSX-FM, Lawrence, KS KMXN-FM, Osage City, KS KLWN-AM, Lawrence, KS		
	Telephone Number: (785) 843-1320	Email Address: trobisch@gpmnow.com

1. Full-Time Job Vacancies Filled by Employment Unit

	Title	Recruitment Source Referring Hire	Sources Utilized to Fill the Full-Time Vacancies (See #2: "Recruitment Sources for Corresponding List)			Referral Source of Interviewees		
			Outreach Organizations	Company Postings	Advertising	Referral Source	Number Interviewed	New Interviewees
A	Program Director 04/14/2016	Non-Employee Referral	1,6,8,9,10,11,12	2,3,4,7	14,15,17	Allaccess.com 4 Non-Employee Referral 2 Station website 1	7	7
B	Account Executive 1 04/18/2016	ZipRecruiter.com	1,6,8,9,10,11,12	2, 4, 6, 7,	14,15,17	Indeed.com 1 Allaccess.com 1 Ziprecruiter.com 1 On Air Announcement: 1 KAB.net 1	5	5

C	On Air 05/02/2016	Internal Posting	1,6,8,9,10,11,12	2,3,4,7	14,15,17	Internal Posting 1 Allaccess.com 4	4	4
D	Engineer 10/01/2016	Employee Referral	1,6,8,9,10,11,12,13	2, 4, 6, 7	14,15,17	Non-Employee Referral 1 LTHW.com 1 KAB. Net 2	4	4
E	Account Manager 2 11/28/2016	Craigslist.com	1,6,8,9,10,11,12	2, 4, 6, 7	14,15,17	Craigslist 1 On Air Announcement 2 LinkedIn 1 Station Website 1	5	5

#	Name	Organization	Address (Street or E-Mail)	City	ST	Zip	Phone	Total Number of Interviewees Referred	Pursuant to Prong 2	
									Did Great Plains contact organization to request to send job vacancy information?	Did organization contact Great Plains to request job vacancy information?
1	Lawrence Topeka Help Wanted.com (LTHW.com)	Regional Help Wanted	11 Abrams Road	Central Valley	NY	10917	845 827 1382	1	Y	N
2	Station Websites	Great Plains Media	3125 West 6 th St.	Lawrence	KS	66049	785 843 1320	2	Y	N
3	Posting/Internal	Great Plains Media	3125 West 6 th St.	Lawrence	KS	66049	785 843 1320	1	Y	N
4	Employee Referral	Great Plains Media	3125 West 6 th St.	Lawrence	KS	66049	785 843 1320	0	Y	N
5	Non-Employee Referral	Other	N/A	Lawrence	KS	66049	N/A	3	Y	N
6	Kansas Assoc. of Broadcasters	Kansas Association of Broadcasters	214 SW 6 th Ave.	Topeka	KS	66603	785 235 1307	3	Y	N
7	On Air	Great Plains Media	3125 West 6 th St.	Lawrence	KS	66049	785 843 1320	3	Y	N
8	University of Kansas	University of Kansas	1435 Jayhawk Blvd.	Lawrence	KS	66049	785 864 7630	0	Y	N
9	Myinterface.com	Emporia State, Fort Hays State, K-State, Pittsburg State, KU, Washburn, Wichita State	Myinterface.com	Lawrence	KS	66044	n/a	0	Y	N
10	Baker University	Baker University	618 Eighth St	Baldwin City	KS	66006	785.594.6451	0	Y	N

11	Independence, Inc	Independence, Inc.	2001 Haskell Ave	Lawrence	KS	66046	(785) 841-0333	0	Y	N
12	Haskell Indian Nations University	Haskell Indian Nations University	155 E Indian Ave	Lawrence	KS	66046	(785) 749-8404	0	Y	N
13	Society of Broadcast Engineers	Society of Broadcast Engineers	SBE.org					0	Y	N
14	Missouri Association of Broadcasters	Missouri Association of Broadcasters	1025 Northeast Drive	Jefferson City	MO	65109	573-636-6692	0	Y	N

2. Recruitment Sources

JOB FAIRS				
15	University of Kansas School of Journalism	03/02/2016, 11/01/2016	0	N/A
16	Washburn University Job Fair	02/17/2016, 09/14/2016	0	N/A
17	University of Kansas Part Time Job Fair	08/22/2016	0	N/A
18	K-State Recruitment Fair	02/25/2016	0	N/A

OTHER RECRUITMENT SOURCES				
19	Sales Sense (posts on Jobspider, Tweetmyjob, allstarjobs, jobvertise, zip recruiter, gigajob and craigs list,)		3	
20	All Access.com		9	
21	Linkedin.com		1	
22	Lawrence World Journal (incl affiliated web sites, Crave, Baldwin City Signal, Tonganoxie Mirror, Shawnee Dispatch, Basehor Sentinel)		0	
23	Media Recruiter.com		0	
Total Number of New Interviewees Referred:			29	

3. Supplemental Recruitment Initiatives

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	On-going	GPM Lawrence, KS	GPM regularly hosts marketing and communication majors from University of Kansas and Baker University. The students work for our sales, programming and promotions departments and receive college credit for their work. Promotions interns create one-sheet proposals and help support station events. Sales interns shadow sellers as they make cold calls and manage accounts. Programming interns shadow on air staff, run control boards and update station web and social media sites. students and receive college credit for the internships. The Promotions Directors and the Programming Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.	Operation Manger Promotions Director Business Manager General Manager
2	On air Announcements	1/4/16 ongoing	Lawrence, KS	GPM regularly airs radio announcements to inform the public we are an equal opportunity employer, do not discriminate based upon race, religion, color, sex (including pregnancy and gender), national origin, age, disability, family medical history, or genetic information as well as informing the public to contact our business office to obtain employment opportunities.	General Manager Production Director Business Manager
3	Community Group Sponsored Activity	Ongoing	Lawrence, KS	GPM hosted Leadership Lawrence, Mentoring Day with Independence, Inc., Free State High School Special Needs Student, and numerous Boy Scout Tiger Cub groups, where participants received hands on training on operations and other aspects of radio broadcasting.	General Manager Operations Manager On Air Staff/Production Business Manager