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

**This report covers full-time vacancy recruitment for the period of February 1, 2022 to January 31, 2023**

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| **Employment Unit:** Great Plains Media, Inc.  | **Address:** Great Plains Media, Inc.3125 West 6th StreetLawrence, KS 66049  | **Contact Person/Title:** Sam Speck,Office Administrator |
| **Unit Members, Community of License:** KKSW-FM, Lawrence, KSKMXN-FM, Osage City, KSKLWN-AM, Lawrence, KS  |
| **Telephone Number:** (785) 843-1320  | **Email Address:**business@gpmnow.com |

**1. Full-Time Job Vacancies Filled by Employment Unit**

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|  | **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 | On Air Personality07/15/2022 | On-Air Announcements 25, Station Websites 2 | 6,7,8,9,10 | 2,3,4,5 | 1,2,6 | On-Air Announcement-25, Station Websites 2 | 1 | 1 |
| B | Account Executive 08/15/2022 | On-Air Announcements 40, Station Websites 2 | 6,7,8,9,10 | 2,3,4,5 | 1,2,6 | On-Air Announcement-40, Station Websites 2 | 1 | 1 |
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| **#**  | **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  | On Air | Great Plains Media | 3125 West 6th St. | Lawrence | KS | 66049 | 785 843 1320 | 1 | Y | N |
| 2  | Station Websites | Great Plains Media | 3125 West 6th St. | Lawrence | KS | 66049 | 785 843 1320 | 0 | Y | N |
| 3 | Posting/Internal | Great Plains Media | 3125 West 6th St. | Lawrence | KS | 66049 | 785 843 1320 | 0 | Y | N |
| 4  | Employee Referral | Great Plains Media | 3125 West 6th St. | Lawrence  | KS | 66049 | 785 843 1320 | 1 | Y | N |
| 5  | Non-Employee Referral | Other | N/A | Lawrence | KS | 66049  | N/A | 0 | Y | N |
| 6  | Kansas Assoc. of Broadcasters | Kansas Association of Broadcasters | 214 SW 6th Ave. | Topeka | KS | 66603 | 785 235 1307 | 0 | Y | N |
| 7 | University of Kansas | University of Kansas | 1435 Jayhawk Blvd. | Lawrence | KS | 66049 | 785 864 7630 | 0 | Y | N |
| 8  | Handshake.com | Emporia State, Fort Hays State, K-State, Pittsburg State, KU, Washburn, Wichita State, McPherson College | Handshake.com | Lawrence | KS | 66044 | Handshake.com | 0 | Y | N |
| 9 | Baker University | Baker University | 618 Eighth St | Baldwin City | KS | 66006 | 785.594.6451 | 0 | Y | N |
| 10 | Haskell Indian Nations University | Haskell Indian Nations University | 155 E Indian Ave | Lawrence | KS | 66046 | (785) 749-8404 | 0 | Y | N |
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 **2. Recruitment Sources**

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| **JOB FAIRS** |
| 15 | University of Kansas Spring Journalism Career Fair | 3/3/2022 |  | 0 |  |
| 16  | University of Kansas Fall Journalism Career Fair | 10/20/2022 |  | 0 |  |
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| **Total Number of New Interviewees Referred 2** |

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| **3.Supplemental Recruitment and Training Initiatives**  |
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| **Initiatives** | **Date** | **Location** | **Description** | **Titles of Employees****Involved** |
| 1 | Internship Program2 Interns | Intern#15/18/2022Intern #28/1/2022  | Great Plains Media Lawrence, KS  | Great Plains Media aligns with the University of Kansas for their career fairs and internship programs. Journalism, Marketing, Business and Communication majors’ intern for Great Plains Media and earn school credits from University of Kansas. The students work for college credit in our sales, programming, and promotions departments. 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. The General Sales Manager and Operations Manager oversee the internships to evaluate the interns and ensure they are receiving information and education in the broadcasting and sales fields. Internships are ongoing throughout the year. | General ManagerGeneral Sales ManagerOperations ManagerProgram DirectorsSales and On Air Staff |
| 2 | On air Announcements  | Continuous | Lawrence, KS | Great Plains Media 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.  | Production DirectorOperations Manager Office Administrator |
| 3 | RAB Certified Leadership Master Class | 7/14/22-9/01/22 | Online zoom training | Empowering, equipping and inspiring the managers of sales teams is vital to the growth and success of an entire organization. The RAB Leadership MasterClass (LMC) is designed for that purpose. It combines the highly-acclaimed Certified Radio Sales Manager course along with monthly group coaching to address the on-going challenges our sales leadership face. It covers, managing, leadership, building and keeping a top performance team, holding your staff accountable, and developing teams effectively.  | General Sales Manager |

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