

KCLY and KFRM

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KCLY, CLAY CENTER, KS. AND KFRM, SALINA, KS. And is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites. The information contained in this Report covers the time period beginning February 1, 2014, to January 31, 2015. (the "Applicable Period").

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

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
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;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviews 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; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information, Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended by when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

KFRM (AM) and KCLY (FM)
EEO PUBLIC FILE REPORT
February 1, 2014 – January 31, 2015

Section 1

A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period (Feb 1, 2014 through January 31, 2015)

See Section 2, the Master Recruitment Source List for Recruitment Source Data

Job Title	Recruitment Sources Used	RS Referring Hiree
Office Operations Coordinator	1-69	38
KFRM News Director	1-69	32

KFRM (AM) and KCLY (FM)
EEO PUBLIC FILE REPORT
February 1, 2014 – January 31, 2015

Section 2

For each 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

	Agency Name	Contact Information	Source Entitled to Vacancy Info (yes/no)	No. of Interviewees Referred by RS Over Reporting Period
1	Allen County Community College	1801 N. Cottonwood Iola, Kansas 66749 Phone : (620) 365-5116 Fax: 620-365-7406 Email: bswinney@allenc.edu Bill Swinney	no	
2	American Indian Chamber of Commerce in Kansas	P.O. Box 750222 Topeka, Kansas 66675 Phone : (785) 749-8434 Fax: 785-832-6605 Marilyn Bread	no	
3	Baker University	Harter Union PO Box 65 Baldwin City, Kansas 66006 Phone : (785) 594-8382 Fax : 1-785-594-4568 Email : Eva.Durand@bakeru.edu Eva Durand	no	
4	Barton County Community College	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : (620) 792-9349 Fax : (620) 792-3238 Email : ankerholzj@bartonccc.edu Jennifer Ankerholz	no	
5	Benedictine College	Room 204 Student Union 1020 N. Second St. Atchison, Kansas 66002 Phone : (913) 360-7578 Fax : (913) 367-6178 Email : bgilmore@benedictine.edu Director of Placement	no	
6	Bethel College	300 E. 27th St. - Fine Arts Ctr. North Newton, Kansas 67117 Phone : (316) 284-5271 Fax : 316-284-5286 Email : cecrouse-dick@bethelks.edu Christine Crouse-Dick	no	

	Agency Name	Contact Information	Source Entitled to Vacancy Info (yes/no)	No. of Interviewees Referred by RS Over Reporting Period
7	Brown Mackie College	2106 S. 9th St. Salina, Kansas 67401 Phone : (888) 242-2971 Fax : (785) 827-7623 Director of Placement	no	
8	Central Christian College	1200 S. Main, P.O. Box 1403 McPherson, Kansas 67460 Phone : (620) 241-0723 Fax : 620-241-6032 Email : patricia.muntz@centralchristian.edu Pat Muntz	no	
9	Chanute One-Stop Workforce Development Center	119 N Grant Street Chanute, Kansas 66720 Phone : (620) 431-4950 Fax : (620) 431-2375 Email : reneely@hr.state.ks.us Randal Neely	no	
10	Clay Center Dispatch	805 Fifth St Clay Center, KS 67432 Phone: 785 632-2127 Email: addeskclaycenter@yahoo.com Trisa Oulette	no	1
11	Cloud County Community College	2221 Campus Dr Concordia, Kansas 66901 Phone : 785-243-1435 Fax : 1-785-243-9321 Email : bhanson@cloud.edu Brenda Hanson	no	
12	Coffeyville Community College	400 West 11th Coffeyville, Kansas 67337 Phone : (620) 251-7700 Fax : (620) 252-7098 Email : billyd@coffeyville.edu Billy Durham	no	
13	Colby Community College	1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Fax : 1-785-460-4691 Fax: 785-462-4688 Email: corey@colbycc.edu Leisa Hansen	no	
14	Cowley County Community College	125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5312 Fax : (620) 441-5350 Kim Biddle	no	
15	Dodge City Community College	2501 N. 14th Ave. Dodge City, Kansas 67801 Phone : (620) 225-6720 Fax : (620) 225-0918 Email : johnnewy@dc3.edu John Ewy	no	

	Agency Name	Contact Information	Source Entitled to Vacancy Info (yes/no)	No. of Interviewees Referred by RS Over Reporting Period
16	El Centro, Inc.	Macias-Flores Family Ctr. 290 S. 10th St. Kansas City, Kansas 66101 Phone : (913) 281-1186 Fax : (913) 362-8513 Email : Amartinez@EICentrolnc.com Anita Martinez	no	
17	Emporia State University	1200 Commercial 433 S. Morse Hall Emporia, Kansas 66801 Phone : 620-341-5407 Fax: 620-341-5168 Email: career@emporia.edu Elizabeth Nuessen	no	
18	Flint Hills Technical College	3301 W. 18th Ave. Emporia, Kansas 66801 Phone : (800) 711-6947 Fax : 620-343-4610 Placement Director	no	
19	Friends University	2100 W. University St Wichita, Kansas 67213 Phone : 316-295-5000 Fax: 316-295-5572 Email: dbarkley@friends.edu Email: falkd@friends.edu Donna Barkley	no	
20	Ft Hays State University	600 Park St 120 Heather Hall Hays, Kansas 67601 Phone : (785) 628-4512 Email: careers@fhsu.edu Email: bkiser@fhsu.edu Becky Kiser Daniel B	no	
21	Garden City Community College	801 Campus Dr - Saffell Library Garden City, Kansas 67846 Phone : (620) 276-9640 Email: ryan.ruda@gcccks.edu Email: laura.york@gccks.edu Ryan Ruda Laura York	no	
22	Goods Entertainment	Goodsentertainment.com Weston, Connecticut 06883 Phone : 800-867-9532 Fax : 801-460-3100 E- Mail:adam@goodsentertainment.com Adam Goodman	yes	
23	Haskell Indian Nations University	Stidham Union 155 Indian Ave. Lawrence, Kansas 66046 Phone : (785) 749-8437 Fax : (785) 832-6656 Patti Grant-Orosco	no	

	Agency Name	Contact Information	Source Entitled to Vacancy Info (yes/no)	No. of Interviewees Referred by RS Over Reporting Period
24	Highland Community College	Irvin Hall 606 W. Main Highland, Kansas 66035 Phone : (785) 442-6056 Fax : (785) 442-6057 Email : tcrary@highlandcc.edu Therese Crary	no	
25	Hutchinson Community College	1300 North Plum Parker Student Union Hutchinson, Kansas 67501 Phone : (620) 665-3579 Fax : (620) 728-8155 Email: myersr@hutchcc.edu Email: tyrellv@hutchcc.edu Randy Myers Vance Tyrell	no	
26	Independence Community College	College Ave and Brookside Dr Independence, Kansas 67301 Phone : (620) 331-4100 Email : jfischer@indycc.edu Jim Fischer	no	
27	Independence One-Stop Center	200 Arco Place, Suite 101 Independence, Kansas 67301 Phone : (620) 332-1660 Fax : (620) 332-1668 Email : dlsaye@hr.state.ks.us Doyal Saye,	no	
28	Iowa Tribe of Kansas and Nebraska	Route 1 Box 58A White Cloud, Kansas 66094 Phone : (785) 595-3258 Fax : (785) 595-6610 Director of Placement	no	
29	JOB SERVICE OF SALINA	203 N. 10TH STREET SALINA, Kansas 67401 Phone : 785-827-0385 Fax : 1-785-827-2307	no	
30	Junction City Workforce Center	1012 W 6th St, Suite A Junction City, Kansas 66441 Phone : (785) 762-8870 Fax : (785) 762-3078 David Brennan	no	
31	Kansas African-American Affairs Commission	512 W. 6th Street Topeka, Kansas 66612 Phone : (785) 296-4874 Fax : (785) 296-1795 Email : aaa@hr.state.ks.us Robert Bugg	no	
32	Kansas Association of Broadcasters	1916 SW Sieben Court Topeka, Kansas 66611 Phone : 785-235-1307 Fax : 1-785-233-3052 E-Mail: kent@kab.net judy@kab.net Kent Cornish Judy Clouse	no	1

	Agency Name	Contact Information	Source Entitled to Vacancy Info (yes/no)	No. of Interviewees Referred by RS Over Reporting Period
33	Kansas City Community College	7250 State Avenue Kansas City, Kansas 66112 Phone : (913) 288-7644 Fax : 913-288-7624 Email : lwyatt@toto.net Linda Wyatt	no	
34	Kansas City Workforce Development Center	552 State Avenue Kansas City, Kansas 66101 Phone : (913) 281-3000 Fax : 913-281-0069 Email : jcasner@hr.state.ks.us John Casner	no	
35	Kansas Department of Labor	401 SW Topeka Blvd. Topeka, Kansas 66603 Phone : (866) 444-5465 Email : kjl@hr.state.ks.us Placement Director	no	
36	Kansas State University	100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-1691 Fax : 1-785-532-6802 Email : mba@mbaweb.org Kerri Keller	no	
37	Kansas Wesleyan University	100 E. Claflin Ave Pioneer Hall Rm 160 Salina, Kansas 67401 Phone : (785) 827-5541 Email: bevcobb@kwu.edu Bev Cobb	no	
38	KCLY and KFRM Radio	1815 Meadowlark Road Clay Center KS 67432 Phone: 785-632-5661 Fax: 785-632-5662 E-mail: rhys@kclyradio.com Rhys Baker	no	5
39	Kickapoo Tribe of Kansas	P.O. Box 271 Horton, Kansas 66349 Phone : (877) 864-2746 Fax : (785) 486-2801 Director of Placement	no	
40	KSDB-FM; KSU	105 Kedzie Hall Manhattan KS 66502-1501 Fax: 785-532-5484 Email: walton@ksu.edu Candy Walton	yes	
41	KSU College of Technology and Aviation	2310 Centennial Road Salina, Kansas 67401 Phone : (785) 826-2623 Fax : (785) 826-2948 Lucy Crowell□	no	
42	KVCO-FM; CCCC	PO Box 1002 Concordia KS 66901 Fax: 785-243-1043 E:Mail: triggins@cloud.edu Tasha Riggins	no	

	Agency Name	Contact Information	Source Entitled to Vacancy Info (yes/no)	No. of Interviewees Referred by RS Over Reporting Period
43	Labette Community College	200 S 14 th Parsons KS 67357 Email: TomD@labette.cc.ks.us Tom Durand	no	
44	Lawrence Workforce Center	2540 Iowa Street, Suite R Lawrence, Kansas 66046 Phone : (785) 840-9675 Fax : 785-865-5465 David Brennan	no	
45	Leavenworth Workforce Development Center	515 Limit Street, Suite 200 Leavenworth, Kansas 66048 Phone : (913) 682-4152 Fax : 1-913-682-1804 Email : dmsutter@hr.state.ks.us Dennis Sutter	no	
46	McPherson College	P.O. Box 1402 -1st Floor Miller Library McPherson, Kansas 67460 Phone : (620) 241-0742 Fax : (620) 241-8443 Email : schneidm@mcpherson.edu Michael Schneider	no	
47	Manhattan Area Technical College	3136 Dickens Ave Manhattan KS 66506 Phone:785-587-2800 Fax:1-785-587-2804 Kim Aickhefer	no	
48	Manhattan Workforce Center	205 S 4 th Street – Suite 1a Manhattan KS 66502 E-Mail: davidb@heartlandworks.com Fax:1-785-539-5697 David Brennan	no	
49	Mid-America Nazarene University	Campus Center 2030 E. College Way Olathe, Kansas 66062 Phone : 913-971-3540 Email : bbatten@mnu.edu Billie Batten	no	
50	Newman University	3100 McCormick Ave. Admin Bldg Rm 302 Wichita, Kansas 67213 Phone : (316) 942-4291 Fax : (316) 942-4483 Susan Miller	no	
51	North Central Kansas Technical College	P.O. Box 507 Beloit, Kansas 67420 Phone : (800) 658-4655 Fax : (785) 738-2903 Director of Placement E-Mail: broesti@ncktc.edu Email : webmaster@ncktc.tec.ks.us Bobette Roesti	no	

	Agency Name	Contact Information	Source Entitled to Vacancy Info (yes/no)	No. of Interviewees Referred by RS Over Reporting Period
52	Ottawa University	1001 South Cedar Street Ottawa, Kansas 66067 Phone : 785-242-5200 Fax : 1-785-229-1017 Email : mba@mbaweb.org Susan Webb	no	
53	Overland Park Workforce Development Center	8417 Santa Fe Drive, Suite 100 Overland Park, Kansas 66212 Phone : (913) 642-8484 Fax : 1-913-642-7260 Email: lmwood@hr.state.ks.us Lavera M Wood	no	
54	Pittsburg One-Stop Center	105 W. Euclid Pittsburg, Kansas 66762 Phone : (620) 231-4250 Fax : (620) 231-6448 Email : jdewing@hr.state.ks.us Doug Ewing	no	
55	Pittsburg State University	1701 South Broadway 202 Horace Mann Pittsburg, Kansas 66762 Phone : (620) 235-4140 Fax : 1-620-235-4008 Email : car@pittstate.edu David Hogard	no	
56	Regional Workforce Center	120 W Ash PO Box 586 Salina, Kansas 67401 Phone : (785) 827-9301 Fax : (785) 827-9758 Email : lsloan@informatics.net Lynda Sloan	no	
57	Sac and Fox Nation of Missouri	R.R. 1 Box 60 Reserve, Kansas 66434 Phone : (785) 742-7471 Fax : (785) 742-3785 Director of Placement □	no	
58	Southwestern College	100 College Street Winfield, Kansas 67156 Phone : 620-229-6370 Fax : 1-620-229-6390 Email : dfalk@skans.edu Dan Falk	no	
59	Tabor College	400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3121 Fax : 1-620-947-2607 Email : mba@mbaweb.org Daryl Baltzer	no	
60	The Association of Women In Communications	Kansas City, Kansas Phone : (913) 248-8458 Email : lacruse@sbcglobal.net Linda Cruse	no	

	Agency Name	Contact Information	Source Entitled to Vacancy Info (yes/no)	No. of Interviewees Referred by RS Over Reporting Period
61	Topeka Workforce Center	1430 SW Topeka Blvd Topeka, Kansas 66612 Phone : (785) 235-5627 Fax : (785) 233-5899 David Brennan	no	
62	University of Kansas	1601 Irving Hill Rd - 110 Burge Union Lawrence, Kansas 66045 Phone : (785) 864-3624 Fax : (785) 864-4572 Email : uces@ku.edu Email: pnoland@ku.edu Email: utsler@ku.edu Patty Noland Max Utsler	no	
63	University of Saint Mary	4100 South 4th Street Leavenworth, Kansas 66048 Phone : 913-758-6142 Fax: 913-758-6313 Email: dales@stmary.edu Sandi Dale	no	
64	Washburn University	1700 Southwest College Ave. Topeka, Kansas 66621 Phone : 785-231-1010 Fax : 1-785-232-2397 Email : career-services@washburn.edu Career Services	no	
65	Western Kansas One Stop Workforce Development Center	801 Campus Drive Garden City, Kansas 67846 Phone : (620) 275-3223 Fax : (620) 276-9523 Email : deb.parker@gcccks.edu Deb Parker	no	
66	WESTERN KS MEXICAN AMERICAN MINISTRIES	Po Box 766 Garden City KS 67846 E-Mail: ilerma@ummam.org Isela Lerma	no	
67	Wichita Indochinese Center	2502 E. Douglas Wichita, Kansas 67214 Phone : (316) 689-8729 Fax : (316) 689-8274 Mohan Kambampati	no	
68	Wichita State University	1845 Fairmount Wichita, Kansas 67260 Phone : (316) 978-6831 Fax : 316-978-3511 Email : career.services@wichita.edu Karen Gillenwater	no	
69	Workforce Development Center	1300 N Plum Hutchinson, Kansas 67501 Phone : (620) 665-3559 Fax : (620) 728-8161 Email : robertsk@hutchcc.edu Kathy Roberts	no	

KFRM (AM) and KCLY (FM)
EEO PUBLIC FILE REPORT
February 1, 2014 – January 31, 2015

Section 3

The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period (Feb 1, 2014 through January 31, 2015).

Job Title	Recruitment source that referred the hiree
Office Operations Coordinator	38
KFRM News Director	32

KFRM (AM) and KCLY (FM)
EEO PUBLIC FILE REPORT
February 1, 2014 – January 31, 2015

Section 4

Data reflecting the total number of persons interviews 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;

Job Title	Persons Interviewed	Recruitment Source Number and Number of Applicants
Office Operations Coordinator	5	38 – 4 10 - 1
KFRM News Director	2	32 – 1 38 – 1

KFRM (AM) and KCLY (FM)
 EEO PUBLIC FILE REPORT
 February 1, 2014 – January 31, 2015

Section 5

A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

	Date	Type of Recruitment Initiative	Brief Description of Activity	No of Station Participants	Participant Title	Points
1	2/1/14	Participation in job banks, internet programs and other programs designed to promote outreach efforts	KS Association of Broadcaster's Job 2 Bank; Ntl. Association of Broadcaster's Career Center; Kansas Job Service of Salina; Kansas Joblink.com website; University of KS Career & Employment Services; Good Entertainment/Voicehunter.com	2	Office Manager Engineer	1.00

	Date	Type of Recruitment Initiative	Brief Description of Activity	No of Station Participants	Participant Title	Points
2	2/1/14	Participation in other activities designed by the station employment unit	<p>Connecting/Networking with students at various schools to mentor and promote ag broadcasting. Kyle Bauer has made significant connections with leaders and students at schools and universities throughout Kansas through Facebook. These connections have allowed him to develop relationships and present ag broadcasting ideas, insight and direction to leaders and mentor students interested in ag broadcast careers.</p> <p>Anthony Pannone - Texas A&M J. Scott Vernon - Cal Poly San Louis Obispo Clint Lanning - Garden City Community College Instructor Sarah Montgomery - Central Washington University Student Ken Odde - KSU Animal Science Karol Ficke - KSU Animal Science Becky Wendland - KSU Student Amy Button Ruz - KSU Student Alumni Director Sue Pederson - KSU Social Sciences Dave Nicoles - KSU Animal Science Dept. Kris Boone - KSU Ag Journalism Dale Blasi-KSU animal science instructor</p>	1	General Manager/ Owner	1.00

	Date	Type of Recruitment Initiative	Brief Description of Activity	No of Station Participants	Participant Title	Points
3	3/26/14	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	Phil Kasper spoke to three classes about working in radio, job responsibilities and education and training required to have a career in radio. Phil's job responsibilities included retrieving and editing programs to play on KFRM, on air shift on KCLY, assistant sports director on KCLY and KFRM, host of Flip Thru the 70's and co-host of the vinyl years. Also, managing part time employees along with nights and weekends. A two year degree from a juco or a tech school is the minimum education required.	1	After Hours Director	0.25
4	5/2/14	Participation in events in community designed to inform public as to employment opportunities in broadcasting	Kyle Bauer spoke to the State 4H Young Leaders Conference May 2, 2014 about planning your career.	1	Owner/ General Manager	.50
5	11/6/14	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	Phil Kasper and Kyle Bauer interviewed eighth grade students in mock-interviews and explained to them the requirements and education involved in broadcasting. Students had researched broadcasting employment and had questions and information specifically about radio broadcast	2	After Hours Director Owner/ General Manager	.25
6	11/12/14	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	Rocky Downing interviewed high school students in mock-interviews and explained to them the requirements and education involved in broadcasting. Students had researched broadcasting employment and had questions and information specifically about radio broadcast	1	KCLY General Manager	.25

	Date	Type of Recruitment Initiative	Brief Description of Activity	No of Station Participants	Participant Title	Points
7	11/12/14	Participation in events in community designed to inform public as to employment opportunities in broadcasting	Rocky Downing spoke to the local rotary club and their guests about KCLY/KFRM – their start up, issues involving broadcasting, his education and experience and answered questions from the group.	1	KCLY Station Manager	.50
8	12/4/14	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	Phil Kasper was “job shadowed” by an 8 th grader. Student was primarily interested in broadcasting, (general). But was introduced to all departments of the station throughout the job shadow.	5	After Hours Manager KCLY Station Mgr Sales Director KFRM Broadcasters	.25
					Total points	4