

# MANHATTAN BROADCASTING COMPANY, INC.



## PUBLIC FILE REPORT 2012

The information contained in this report covers the time period beginning on February 1, 2012 and ending on January 22, 2013 for the following stations:

KMAN-AM-1350 (KMAN)  
KMKF-FM-101.5 (KROCK)  
KXBZ-FM-104.7 (B104)  
KACZ-FM-96.3 (Z-963)

**The FCC's EEO Rule Requires that this report contain the following information:**

### Appendix 1

- A. A list of all full-time jobs filled by the station employment unit, identified by job title.
- B. For each such vacancy, a list of all the recruitment sources used to seek potential candidates for the vacancy and corresponding contact information for every source. A list of the recruitment source that referred the people hired for each vacancy.
- C. Data reflecting the total number of persons interviewed for all full-time vacancies during the preceding year.
- D. For each recruitment source the station used to seek potential candidates for all vacancies filled during the year, the total number of persons referred by each source that the station interviewed for all vacancies.
- E. Descriptions of any non-job specific outreach initiatives completed during the year.

### Appendix 2

- A. Supplemental Recruitment Forms for Internship Program
- B. Supplemental Recruitment Forms for Programs Sponsored by Educational Institutions
- C. Supplemental Recruitment Forms for Job Fair

# Appendix

- A. A list of all full-time jobs filled by the station employment unit, identified by job title.
- B. For each such vacancy, a list of all the recruitment sources used to seek potential candidates for the vacancy and corresponding contact information for every source. A list of the recruitment source that referred the people hired for each vacancy.
- C. Data reflecting the total number of persons interviewed for all full-time vacancies during the preceding year.
- D. For each recruitment source the station used to seek potential candidates for all vacancies filled during the year, the total number of persons referred by each source that the station interviewed for all vacancies.
- E. Descriptions of any non-job specific outreach initiatives completed during the year.

## 2012 Annual EEO Public File Report

### A. Full-Time Vacancies Filled During Past Year

A. Full-Time Vacancies Filled During Past Year	
1. Job Title: Program Director-KMKF	Source: Station Referral
2. Job Title: Traffic Director	Source: Station Referral
3. Job Title: Operations Director	Source: KAB Web-site
4. Job Title: Marketing Consultant	Source: On-Air
5. Job Title: Marketing Consultant	Source: Station Referral
6. Job Title: Marketing Consultant	Source: Web-site

## B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

### 1. Job Title: Program Director-KMKF

Date Filled: April 9, 2012

Source	Contact Person	Address	Tel #	# Interviewees Referred
African Student Union	David Arnett	809 K-State Union KSU 66506	785-532-5925	0
NationJob.com	N/A	601 SW 9th St. Des Moines, IA 50309	800-292-7731	0
Asian American Student Union	Mirta Chavez	224 Anderson Hall KSU 66506	785-532-6276	0
Black Student Union	Myra Gordon	224 Anderson Hall KSU 66506	785-532-6276	0
Express Personnel Service	Lynn Hinrichsen	900 Hayes Dr. Ste D 66502	785-776-6700	0
Indian Student Union	Vikas Berry	1011 Durland Hall KSU 66506	785-532-5519	0
Junction City Family YMCA	Ted Haden	P.O. Box 113 Junction City 66441	785-762-4780	0
Kansas Department of Social & Rehabilitation Services	Debbie Lang	Docking St Office Building, 915 W Harrison, Room 680 Topeka 66612	785-296-3777	0
Kansas State Collegian	Collin Adams	118 Kedzie Hall, KSU 66506	785-532-6560	0
Korean Student Union	Hyung Chan Kim	217 Justin Hall KSU 66506	785-532-1310	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St. Suite R Lawrence 66046	785-840-9675	0
Manhattan Area Chamber of Commerce	Alison Pulcher	501 Poyntz Ave Manhattan 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson Ave Manhattan 66503	785-539-3571	0
Manhattan Mercury Newspaper	Jenny Whalen	318 N. 5th St. Manhattan 66502	785-776-2200	One
Manhattan SRS	Service Center Mgr	2709 Amhearst Manhattan 66502	785-776-4011	0
MATC Workforce Development Center	Dan Kirkpatrick	3136 Dickens Ave Manhattan 66503	785-587-2800	0
Multicultural Honor Society	Carla Jones	102 Holton Hall KSU Student Life KSU	785-532-6541	0
Southern Christian Conference	Maureen Toll	P.O. Box 92544 Atlanta GA 30314	800-421-0472	0
Topeka Workforce Center	Charles Coleman	1430 SW Topeka Blvd Topeka 66612	785-235-5627	0
UFM Community Learning Ctr	Linda Teener	1221 Thurston St Manhattan 66502	785-539-8763	0
Vietnamese Student Union	Thu Annelise Nguyen	302B Trotter Hall KSU 66506	785-532-4429	0
Future Female Executives	Julie Katz	119 Anderson Hall KSU 66506		0
Regional Workforce Center	Maureen Toll	P.O. Box 586 Salina 67401	785-827-0385	0
Washburn School of Journalism	Dr. Barbara DeSanto	1700 SW College Ave Topeka 66671	785-670-1806	0
Work Kansas Legal Services	Aaron Miller	104 S. 4th Street Manhattan 66502	785-537-2943	0
Division of Communications & Marketing	N/A	128 Dole Hall KSU 66506	785-532-2535	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce G C 67846	620-276-2339	0
Cowley Co Comm College	Rama Peroo	P.O. Box 1147 Arkansas City 67005	620-442-0430	0
Hays Job Service	Delbert Randolph	332 E 8th St Hays 67601	785-625-5654	0
On-Air Announcement Manhattan Broadcasting Co.	Barb Neitzel	2414 Casement Rd. Manhattan, KS 66502	N/A	Two
Station Referrals	N/A	N/A	N/A	One
Kansas Association of Broadcasters	Judy Clouse	<a href="http://kab.net/jobbank/default.asp">http://kab.net/jobbank/default.asp</a>	N/A	0
Advance Service Inc	N/A	116 Main St McPherson KS 67460	620-241-2829	0
Manhattan Broadcasting Company Website	Barb Neitzel	<a href="http://www.1350kman.com">http://www.1350kman.com</a>	N/A	0



1. Job Title: Program Director-KMKF			Date Filled: April 9, 2012	
Source	Contact Person	Address	Tel #	# Interviewees Referred
Venture Placement Services	Bill Butler	2716 Eureka Terr Manhattan 66503	785-537-2334	0
Manpower	Alex Fuller	555 Poyntz Ste 245 Manhattan 66502	785-776-1094	0
A Q Miller School of Journalism	Kristin Copeland	105 Kedzie Hall KSU 66506	785-532-6890	0
Cloud Co Comm College	Brenda Edleston	631 Caroline Junction City 66441	800-729-5101	0
Douglas Center	Larry Nicholson	901 Yuma St Manhattan 66502	785-587-2774	0
Douglas Center HR Dept	Crystal Mlshose	1101 Poyntz Ave Manhattan 66502	785-587-2440	0
Flint Hills Job Corps	Mike Payne	4620 Eureka Dr. Manhattan 66502	785-564-4900	0
Heartland Works		205 S 4th Ste K Manhattan 66502	785-539-5691	0
Highland Comm College	Eileen Gronninger	606 W Main Irvin Hall 66035	785-442-6000	0
Job Service/Workforce Ctr	Laura Lignitz	1210-A West 6th St JC 66441	785-762-8870	0
Kansas Job Link	Jim Zaman	1309 SW Topeka KS 66612	877-509-6757	0



## B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

### 2. Job Title: Traffic Director

Date Filled: May 11, 2012

Source	Contact Person	Address	Tel #	# Interviewees Referred
African Student Union	David Arnett	809 K-State Union KSU 66506	785-532-5925	0
NationJob.com	N/A	601 SW 9th St. Des Moines, IA 50309	800-292-7731	0
Asian American Student Union	Mirta Chavez	224 Anderson Hall KSU 66506	785-532-6276	0
Black Student Union	Myra Gordon	224 Anderson Hall KSU 66506	785-532-6276	0
Express Personnel Service	Lynn Hinrichsen	900 Hayes Dr. Ste D 66502	785-776-6700	0
Indian Student Union	Vikas Berry	1011 Durland Hall KSU 66506	785-532-5519	0
Junction City Family YMCA	Ted Haden	P.O. Box 113 Junction City 66441	785-762-4780	0
Kansas Department of Social & Rehabilitation Services	Debbie Lang	Docking St Office Building, 915 W Harrison, Room 680 Topeka 66612	785-296-3777	0
Kansas State Collegian	Collin Adams	118 Kedzie Hall, KSU 66506	785-532-6560	0
Korean Student Union	Hyung Chan Kim	217 Justin Hall KSU 66506	785-532-1310	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St. Suite R Lawrence 66046	785-840-9675	0
Manhattan Area Chamber of Commerce	Alison Pulcher	501 Poyntz Ave Manhattan 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson Ave Manhattan 66503	785-539-3571	0
Manhattan Mercury Newspaper	Jenny Whalen	318 N. 5th St. Manhattan 66502	785-776-2200	One
Manhattan SRS	Service Center Mgr	2709 Amhearst Manhattan 66502	785-776-4011	0
MATC Workforce Development Center	Dan Kirkpatrick	3136 Dickens Ave Manhattan 66503	785-587-2800	0
Multicultural Honor Society	Carla Jones	102 Holton Hall KSU Student Life KSU	785-532-6541	0
Southern Christian Conference	Maureen Toll	P.O. Box 92544 Atlanta GA 30314	800-421-0472	0
Topeka Workforce Center	Charles Coleman	1430 SW Topeka Blvd Topeka 66612	785-235-5627	0
UFM Community Learning Ctr	Linda Teener	1221 Thurston St Manhattan 66502	785-539-8763	0
Vietnamese Student Union	Thu Annelise Nguyen	302B Trotter Hall KSU 66506	785-532-4429	0
Future Female Executives	Julie Katz	119 Anderson Hall KSU 66506		0
Regional Workforce Center	Maureen Toll	P.O. Box 586 Salina 67401	785-827-0385	0
Washburn School of Journalism	Dr. Barbara DeSanto	1700 SW College Ave Topeka 66671	785-670-1806	0
Work Kansas Legal Services	Aaron Miller	104 S. 4th Street Manhattan 66502	785-537-2943	0
Division of Communications & Marketing	N/A	128 Dole Hall KSU 66506	785-532-2535	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce G C 67846	620-276-2339	0
Cowley Co Comm College	Rama Peroo	P.O. Box 1147 Arkansas City 67005	620-442-0430	0
Hays Job Service	Delbert Randolph	332 E 8th St Hays 67601	785-625-5654	0
On-Air Announcement Manhattan Broadcasting Co.	Barb Neitzel	2414 Casement Rd. Manhattan, KS 66502	N/A	Two
Station Referrals	N/A	N/A	N/A	Two
Kansas Association of Broadcasters	Judy Clouse	<a href="http://kab.net/jobbank/default.asp">http://kab.net/jobbank/default.asp</a>	N/A	0
Advance Service Inc	N/A	116 Main St McPherson KS 67460	620-241-2829	0
Manhattan Broadcasting Company Website	Barb Neitzel	<a href="http://www.1350kman.com">http://www.1350kman.com</a>	N/A	One



2. Job Title: Traffic Director			Date Filled: May 11, 2012	
Source	Contact Person	Address	Tel #	# Interviewees Referred
Venture Placement Services	Bill Butler	2716 Eureka Terr Manhattan 66503	785-537-2334	0
Manpower	Alex Fuller	555 Poyntz Ste 245 Manhattan 66502	785-776-1094	0
A Q Miller School of Journalism	Kristin Copeland	105 Kedzie Hall KSU 66506	785-532-6890	0
Cloud Co Comm College	Brenda Edleston	631 Caroline Junction City 66441	800-729-5101	0
Douglas Center	Larry Nicholson	901 Yuma St Manhattan 66502	785-587-2774	0
Douglas Center HR Dept	Crystal Mlshose	1101 Poyntz Ave Manhattan 66502	785-587-2440	0
Flint Hills Job Corps	Mike Payne	4620 Eureka Dr. Manhattan 66502	785-564-4900	0
Heartland Works		205 S 4th Ste K Manhattan 66502	785-539-5691	0
Highland Comm College	Eileen Gronninger	606 W Main Irvin Hall 66035	785-442-6000	0
Job Service/Workforce Ctr	Laura Lignitz	1210-A West 6th St JC 66441	785-762-8870	0
Kansas Job Link	Jim Zaman	1309 SW Topeka KS 66612	877-509-6757	0

## B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

### 3. Job Title: Operations Director

Date Filled: April 20, 2012

Source	Contact Person	Address	Tel #	# Interviewees Referred
African Student Union	David Arnett	809 K-State Union KSU 66506	785-532-5925	0
NationJob.com	N/A	601 SW 9th St. Des Moines, IA 50309	800-292-7731	0
Asian American Student Union	Mirta Chavez	224 Anderson Hall KSU 66506	785-532-6276	0
Black Student Union	Myra Gordon	224 Anderson Hall KSU 66506	785-532-6276	0
Express Personnel Service	Lynn Hinrichsen	900 Hayes Dr. Ste D 66502	785-776-6700	0
Indian Student Union	Vikas Berry	1011 Durland Hall KSU 66506	785-532-5519	0
Junction City Family YMCA	Ted Haden	P.O. Box 113 Junction City 66441	785-762-4780	0
Kansas Department of Social & Rehabilitation Services	Debbie Lang	Docking St Office Building, 915 W Harrison, Room 680 Topeka 66612	785-296-3777	0
Kansas State Collegian	Collin Adams	118 Kedzie Hall, KSU 66506	785-532-6560	0
Korean Student Union	Hyung Chan Kim	217 Justin Hall KSU 66506	785-532-1310	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St. Suite R Lawrence 66046	785-840-9675	0
Manhattan Area Chamber of Commerce	Alison Pulcher	501 Poyntz Ave Manhattan 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson Ave Manhattan 66503	785-539-3571	0
Manhattan Mercury Newspaper	Jenny Whalen	318 N. 5th St. Manhattan 66502	785-776-2200	0
Manhattan SRS	Service Center Mgr	2709 Amhearst Manhattan 66502	785-776-4011	0
MATC Workforce Development Center	Dan Kirkpatrick	3136 Dickens Ave Manhattan 66503	785-587-2800	0
Multicultural Honor Society	Carla Jones	102 Holton Hall KSU Student Life KSU	785-532-6541	0
Southern Christian Conference	Maureen Toll	P.O. Box 92544 Atlanta GA 30314	800-421-0472	0
Topeka Workforce Center	Charles Coleman	1430 SW Topeka Blvd Topeka 66612	785-235-5627	0
UFM Community Learning Ctr	Linda Teener	1221 Thurston St Manhattan 66502	785-539-8763	0
Vietnamese Student Union	Thu Annelise Nguyen	302B Trotter Hall KSU 66506	785-532-4429	0
Future Female Executives	Julie Katz	119 Anderson Hall KSU 66506		0
Regional Workforce Center	Maureen Toll	P.O. Box 586 Salina 67401	785-827-0385	0
Washburn School of Journalism	Dr. Barbara DeSanto	1700 SW College Ave Topeka 66671	785-670-1806	0
Work Kansas Legal Services	Aaron Miller	104 S. 4th Street Manhattan 66502	785-537-2943	0
Division of Communications & Marketing	N/A	128 Dole Hall KSU 66506	785-532-2535	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce G C 67846	620-276-2339	0
Cowley Co Comm College	Rama Peroo	P.O. Box 1147 Arkansas City 67005	620-442-0430	0
Hays Job Service	Delbert Randolph	332 E 8th St Hays 67601	785-625-5654	0
On-Air Announcement Manhattan Broadcasting Co.	Barb Neitzel	2414 Casement Rd. Manhattan, KS 66502	N/A	One
Station Referrals	N/A	N/A	N/A	0
Kansas Association of Broadcasters	Judy Clouse	<a href="http://kab.net/jobbank/default.asp">http://kab.net/jobbank/default.asp</a>	N/A	Three
Advance Service Inc	N/A	116 Main St McPherson KS 67460	620-241-2829	0
Manhattan Broadcasting Company Website	Barb Neitzel	<a href="http://www.1350kman.com">http://www.1350kman.com</a>	N/A	0

Recruitment Sources continued on Following Page



<b>3. Job Title: Operations Director</b>			<b>Date Filled: April 20, 2012</b>	
Source	Contact Person	Address	Tel #	# Interviewees Referred
Venture Placement Services	Bill Butler	2716 Eureka Terr Manhattan 66503	785-537-2334	0
Manpower	Alex Fuller	555 Poyntz Ste 245 Manhattan 66502	785-776-1094	0
A Q Miller School of Journalism	Kristin Copeland	105 Kedzie Hall KSU 66506	785-532-6890	0
Cloud Co Comm College	Brenda Edleston	631 Caroline Junction City 66441	800-729-5101	0
Douglas Center	Larry Nicholson	901 Yuma St Manhattan 66502	785-587-2774	0
Douglas Center HR Dept	Crystal Mlshose	1101 Poyntz Ave Manhattan 66502	785-587-2440	0
Flint Hills Job Corps	Mike Payne	4620 Eureka Dr. Manhattan 66502	785-564-4900	0
Heartland Works		205 S 4th Ste K Manhattan 66502	785-539-5691	0
Highland Comm College	Eileen Gronninger	606 W Main Irvin Hall 66035	785-442-6000	0
Job Service/Workforce Ctr	Laura Lignitz	1210-A West 6th St JC 66441	785-762-8870	0
Kansas Job Link	Jim Zaman	1309 SW Topeka KS 66612	877-509-6757	0



## B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

### 4. Job Title: Marketing Consultant

Date Filled: September 19, 2012

Source	Contact Person	Address	Tel #	# Interviewees Referred
African Student Union	David Arnett	809 K-State Union KSU 66506	785-532-5925	0
NationJob.com	N/A	601 SW 9th St. Des Moines, IA 50309	800-292-7731	0
Asian American Student Union	Mirta Chavez	224 Anderson Hall KSU 66506	785-532-6276	0
Black Student Union	Myra Gordon	224 Anderson Hall KSU 66506	785-532-6276	0
Express Personnel Service	Lynn Hinrichsen	900 Hayes Dr. Ste D 66502	785-776-6700	0
Indian Student Union	Vikas Berry	1011 Durland Hall KSU 66506	785-532-5519	0
Junction City Family YMCA	Ted Haden	P.O. Box 113 Junction City 66441	785-762-4780	0
Kansas Department of Social & Rehabilitation Services	Debbie Lang	Docking St Office Building, 915 W Harrison, Room 680 Topeka 66612	785-296-3777	0
Kansas State Collegian	Collin Adams	118 Kedzie Hall, KSU 66506	785-532-6560	0
Korean Student Union	Hyung Chan Kim	217 Justin Hall KSU 66506	785-532-1310	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St. Suite R Lawrence 66046	785-840-9675	0
Manhattan Area Chamber of Commerce	Alison Pulcher	501 Poyntz Ave Manhattan 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson Ave Manhattan 66503	785-539-3571	0
Manhattan Mercury Newspaper	Jenny Whalen	318 N. 5th St. Manhattan 66502	785-776-2200	0
Manhattan SRS	Service Center Mgr	2709 Amhearst Manhattan 66502	785-776-4011	0
MATC Workforce Development Center	Dan Kirkpatrick	3136 Dickens Ave Manhattan 66503	785-587-2800	0
Multicultural Honor Society	Carla Jones	102 Holton Hall KSU Student Life KSU	785-532-6541	0
Southern Christian Conference	Maureen Toll	P.O. Box 92544 Atlanta GA 30314	800-421-0472	0
Topeka Workforce Center	Charles Coleman	1430 SW Topeka Blvd Topeka 66612	785-235-5627	0
UFM Community Learning Ctr	Linda Teener	1221 Thurston St Manhattan 66502	785-539-8763	0
Vietnamese Student Union	Thu Annelise Nguyen	302B Trotter Hall KSU 66506	785-532-4429	0
Future Female Executives	Julie Katz	119 Anderson Hall KSU 66506		0
Regional Workforce Center	Maureen Toll	P.O. Box 586 Salina 67401	785-827-0385	0
Washburn School of Journalism	Dr. Barbara DeSanto	1700 SW College Ave Topeka 66671	785-670-1806	0
Work Kansas Legal Services	Aaron Miller	104 S. 4th Street Manhattan 66502	785-537-2943	0
Division of Communications & Marketing	N/A	128 Dole Hall KSU 66506	785-532-2535	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce G C 67846	620-276-2339	0
Cowley Co Comm College	Rama Peroo	P.O. Box 1147 Arkansas City 67005	620-442-0430	0
Hays Job Service	Delbert Randolph	332 E 8th St Hays 67601	785-625-5654	0
On-Air Announcement Manhattan Broadcasting Co.	Barb Neitzel	2414 Casement Rd. Manhattan, KS 66502	N/A	Two
Station Referrals	N/A	N/A	N/A	0
Kansas Association of Broadcasters	Judy Clouse	<a href="http://kab.net/jobbank/default.asp">http://kab.net/jobbank/default.asp</a>	N/A	One
Advance Service Inc	N/A	116 Main St McPherson KS 67460	620-241-2829	0
Manhattan Broadcasting Company Website	Barb Neitzel	<a href="http://www.1350kman.com">http://www.1350kman.com</a>	N/A	One

Recruitment Sources continued on Following Page



4. Job Title: Marketing Consultant			Date Filled: September 19, 2012	
Source	Contact Person	Address	Tel #	# Interviewees Referred
Venture Placement Services	Bill Butler	2716 Eureka Terr Manhattan 66503	785-537-2334	0
Manpower	Alex Fuller	555 Poyntz Ste 245 Manhattan 66502	785-776-1094	0
A Q Miller School of Journalism	Kristin Copeland	105 Kedzie Hall KSU 66506	785-532-6890	0
Cloud Co Comm College	Brenda Edleston	631 Caroline Junction City 66441	800-729-5101	0
Douglas Center	Larry Nicholson	901 Yuma St Manhattan 66502	785-587-2774	0
Douglas Center HR Dept	Crystal Mlshose	1101 Poyntz Ave Manhattan 66502	785-587-2440	0
Flint Hills Job Corps	Mike Payne	4620 Eureka Dr. Manhattan 66502	785-564-4900	0
Heartland Works		205 S 4th Ste K Manhattan 66502	785-539-5691	0
Highland Comm College	Eileen Gronninger	606 W Main Irvin Hall 66035	785-442-6000	0
Job Service/Workforce Ctr	Laura Lignitz	1210-A West 6th St JC 66441	785-762-8870	0
Kansas Job Link	Jim Zaman	1309 SW Topeka KS 66612	877-509-6757	0



## B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

### 5. Job Title: Marketing Consultant

Date Filled: October 15, 2012

Source	Contact Person	Address	Tel #	# Interviewees Referred
African Student Union	David Arnett	809 K-State Union KSU 66506	785-532-5925	0
NationJob.com	N/A	601 SW 9th St. Des Moines, IA 50309	800-292-7731	0
Asian American Student Union	Mirta Chavez	224 Anderson Hall KSU 66506	785-532-6276	0
Black Student Union	Myra Gordon	224 Anderson Hall KSU 66506	785-532-6276	0
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Indian Student Union	Vikas Berry	1011 Durland Hall KSU 66506	785-532-5519	0
Junction City Family YMCA	Ted Haden	P.O. Box 113 Junction City 66441	785-762-4780	0
Kansas Department of Social & Rehabilitation Services	Debbie Lang	Docking St Office Building, 915 W Harrison, Room 680 Topeka 66612	785-296-3777	0
Kansas State Collegian	Collin Adams	118 Kedzie Hall, KSU 66506	785-532-6560	0
Korean Student Union	Hyung Chan Kim	217 Justin Hall KSU 66506	785-532-1310	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St. Suite R Lawrence 66046	785-840-9675	0
Manhattan Area Chamber of Commerce	Alison Pulcher	501 Poyntz Ave Manhattan 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson Ave Manhattan 66503	785-539-3571	0
Manhattan Mercury Newspaper	Jenny Whalen	318 N. 5th St. Manhattan 66502	785-776-2200	0
Manhattan SRS	Service Center Mgr	2709 Amhearst Manhattan 66502	785-776-4011	0
MATC Workforce Development Center	Dan Kirkpatrick	3136 Dickens Ave Manhattan 66503	785-587-2800	0
Multicultural Honor Society	Carla Jones	102 Holton Hall KSU Student Life KSU	785-532-6541	0
Southern Christian Conference	Maureen Toll	P.O. Box 92544 Atlanta GA 30314	800-421-0472	0
Topeka Workforce Center	Charles Coleman	1430 SW Topeka Blvd Topeka 66612	785-235-5627	0
UFM Community Learning Ctr	Linda Teener	1221 Thurston St Manhattan 66502	785-539-8763	0
Vietnamese Student Union	Thu Annelise Nguyen	302B Trotter Hall KSU 66506	785-532-4429	0
Future Female Executives	Julie Katz	119 Anderson Hall KSU 66506		0
Regional Workforce Center	Maureen Toll	P.O. Box 586 Salina 67401	785-827-0385	0
Washburn School of Journalism	Dr. Barbara DeSanto	1700 SW College Ave Topeka 66671	785-670-1806	0
Work Kansas Legal Services	Aaron Miller	104 S. 4th Street Manhattan 66502	785-537-2943	0
Division of Communications & Marketing	N/A	128 Dole Hall KSU 66506	785-532-2535	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce G C 67846	620-276-2339	0
Cowley Co Comm College	Rama Peroo	P.O. Box 1147 Arkansas City 67005	620-442-0430	0
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On-Air Announcement Manhattan Broadcasting Co.	Barb Neitzel	2414 Casement Rd. Manhattan, KS 66502	N/A	Two
Station Referrals	N/A	N/A	N/A	One
Kansas Association of Broadcasters	Judy Clouse	<a href="http://kab.net/jobbank/default.asp">http://kab.net/jobbank/default.asp</a>	N/A	One
Advance Service Inc	N/A	116 Main St McPherson KS 67460	620-241-2829	0
Manhattan Broadcasting Company Website	Barb Neitzel	<a href="http://www.1350kman.com">http://www.1350kman.com</a>	N/A	One



<b>5. Job Title: Marketing Consultant</b>			<b>Date Filled: October 15, 2012</b>	
Source	Contact Person	Address	Tel #	# Interviewees Referred
Venture Placement Services	Bill Butler	2716 Eureka Terr Manhattan 66503	785-537-2334	0
Manpower	Alex Fuller	555 Poyntz Ste 245 Manhattan 66502	785-776-1094	0
A Q Miller School of Journalism	Kristin Copeland	105 Kedzie Hall KSU 66506	785-532-6890	0
Cloud Co Comm College	Brenda Edleston	631 Caroline Junction City 66441	800-729-5101	0
Douglas Center	Larry Nicholson	901 Yuma St Manhattan 66502	785-587-2774	0
Douglas Center HR Dept	Crystal Mlshose	1101 Poyntz Ave Manhattan 66502	785-587-2440	0
Flint Hills Job Corps	Mike Payne	4620 Eureka Dr. Manhattan 66502	785-564-4900	0
Heartland Works		205 S 4th Ste K Manhattan 66502	785-539-5691	0
Highland Comm College	Eileen Gronninger	606 W Main Irvin Hall 66035	785-442-6000	0
Job Service/Workforce Ctr	Laura Lignitz	1210-A West 6th St JC 66441	785-762-8870	0
Kansas Job Link	Jim Zaman	1309 SW Topeka KS 66612	877-509-6757	0



## B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

### 6. Job Title: Marketing Consultant

Date Filled: December 31, 2012

Source	Contact Person	Address	Tel #	# Interviewees Referred
African Student Union	David Arnett	809 K-State Union KSU 66506	785-532-5925	0
NationJob.com	N/A	601 SW 9th St. Des Moines, IA 50309	800-292-7731	0
Asian American Student Union	Mirta Chavez	224 Anderson Hall KSU 66506	785-532-6276	0
Black Student Union	Myra Gordon	224 Anderson Hall KSU 66506	785-532-6276	0
Express Personnel Service	Lynn Hinrichsen	900 Hayes Dr. Ste D 66502	785-776-6700	0
Indian Student Union	Vikas Berry	1011 Durland Hall KSU 66506	785-532-5519	0
Junction City Family YMCA	Ted Haden	P.O. Box 113 Junction City 66441	785-762-4780	0
Kansas Department of Social & Rehabilitation Services	Debbie Lang	Docking St Office Building, 915 W Harrison, Room 680 Topeka 66612	785-296-3777	0
Kansas State Collegian	Collin Adams	118 Kedzie Hall, KSU 66506	785-532-6560	0
Korean Student Union	Hyung Chan Kim	217 Justin Hall KSU 66506	785-532-1310	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St. Suite R Lawrence 66046	785-840-9675	0
Manhattan Area Chamber of Commerce	Alison Pulcher	501 Poyntz Ave Manhattan 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson Ave Manhattan 66503	785-539-3571	0
Manhattan Mercury Newspaper	Jenny Whalen	318 N. 5th St. Manhattan 66502	785-776-2200	0
Manhattan SRS	Service Center Mgr	2709 Amhearst Manhattan 66502	785-776-4011	0
MATC Workforce Development Center	Dan Kirkpatrick	3136 Dickens Ave Manhattan 66503	785-587-2800	0
Multicultural Honor Society	Carla Jones	102 Holton Hall KSU Student Life KSU	785-532-6541	0
Southern Christian Conference	Maureen Toll	P.O. Box 92544 Atlanta GA 30314	800-421-0472	0
Topeka Workforce Center	Charles Coleman	1430 SW Topeka Blvd Topeka 66612	785-235-5627	0
UFM Community Learning Ctr	Linda Teener	1221 Thurston St Manhattan 66502	785-539-8763	0
Vietnamese Student Union	Thu Annelise Nguyen	302B Trotter Hall KSU 66506	785-532-4429	0
Future Female Executives	Julie Katz	119 Anderson Hall KSU 66506		0
Regional Workforce Center	Maureen Toll	P.O. Box 586 Salina 67401	785-827-0385	0
Washburn School of Journalism	Dr. Barbara DeSanto	1700 SW College Ave Topeka 66671	785-670-1806	0
Work Kansas Legal Services	Aaron Miller	104 S. 4th Street Manhattan 66502	785-537-2943	0
Division of Communications & Marketing	N/A	128 Dole Hall KSU 66506	785-532-2535	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce G C 67846	620-276-2339	0
Cowley Co Comm College	Rama Peroo	P.O. Box 1147 Arkansas City 67005	620-442-0430	0
Hays Job Service	Delbert Randolph	332 E 8th St Hays 67601	785-625-5654	0
On-Air Announcement Manhattan Broadcasting Co.	Barb Neitzel	2414 Casement Rd. Manhattan, KS 66502	N/A	One
Station Referrals	N/A	N/A	N/A	Three
Kansas Association of Broadcasters	Judy Clouse	<a href="http://kab.net/jobbank/default.asp">http://kab.net/jobbank/default.asp</a>	N/A	0
Advance Service Inc	N/A	116 Main St McPherson KS 67460	620-241-2829	0
Manhattan Broadcasting Company Website	Barb Neitzel	<a href="http://www.1350kman.com">http://www.1350kman.com</a>	N/A	One

Recruitment Sources continued on Following Page



<b>6. Job Title: Marketing Consultant</b>			<b>Date Filled: December 31, 2012</b>	
Source	Contact Person	Address	Tel #	# Interviewees Referred
Venture Placement Services	Bill Butler	2716 Eureka Terr Manhattan 66503	785-537-2334	0
Manpower	Alex Fuller	555 Poyntz Ste 245 Manhattan 66502	785-776-1094	0
A Q Miller School of Journalism	Kristin Copeland	105 Kedzie Hall KSU 66506	785-532-6890	0
Cloud Co Comm College	Brenda Edleston	631 Caroline Junction City 66441	800-729-5101	0
Douglas Center	Larry Nicholson	901 Yuma St Manhattan 66502	785-587-2774	0
Douglas Center HR Dept	Crystal Mlshose	1101 Poyntz Ave Manhattan 66502	785-587-2440	0
Flint Hills Job Corps	Mike Payne	4620 Eureka Dr. Manhattan 66502	785-564-4900	0
Heartland Works		205 S 4th Ste K Manhattan 66502	785-539-5691	0
Highland Comm College	Eileen Gronninger	606 W Main Irvin Hall 66035	785-442-6000	0
Job Service/Workforce Ctr	Laura Lignitz	1210-A West 6th St JC 66441	785-762-8870	0
Kansas Job Link	Jim Zaman	1309 SW Topeka KS 66612	877-509-6757	0

**C. Total Number of Persons Interviewed for All Full Time Vacancies Filled During the Past Year:**

28 Interviewed

**D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:**

Source	Contact Person	Address	Tel #	# Interviewees Referred
African Student Union	David Arnett	809 K-State Union KSU 66506	785-532-5925	0
NationJob.com	N/A	601 SW 9th St. Des Moines, IA 50309	800-292-7731	0
Asian American Student Union	Mirta Chavez	224 Anderson Hall KSU 66506	785-532-6276	0
Black Student Union	Myra Gordon	224 Anderson Hall KSU 66506	785-532-6276	0
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Indian Student Union	Vikas Berry	1011 Durland Hall KSU 66506	785-532-5519	0
Junction City Family YMCA	Ted Haden	P.O. Box 113 Junction City 66441	785-762-4780	0
Kansas Department of Social & Rehabilitation Services	Debbie Lang	Docking St Office Building, 915 W Harrison, Room 680 Topeka 66612	785-296-3777	0
Kansas State Collegian	Collin Adams	118 Kedzie Hall, KSU 66506	785-532-6560	0
Korean Student Union	Hyung Chan Kim	217 Justin Hall KSU 66506	785-532-1310	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St. Suite R Lawrence 66046	785-840-9675	0
Manhattan Area Chamber of Commerce	Alison Pulcher	501 Poyntz Ave Manhattan 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson Ave Manhattan 66503	785-539-3571	0
Manhattan Mercury Newspaper	Jenny Whalen	318 N. 5th St. Manhattan 66502	785-776-2200	Two
Manhattan SRS	Service Center Mgr	2709 Amhearst Manhattan 66502	785-776-4011	0
MATC Workforce Development Center	Dan Kirkpatrick	3136 Dickens Ave Manhattan 66503	785-587-2800	0
Multicultural Honor Society	Carla Jones	102 Holton Hall KSU Student Life KSU	785-532-6541	0
Southern Christian Conference	Maureen Toll	P.O. Box 92544 Atlanta GA 30314	800-421-0472	0
Topeka Workforce Center	Charles Coleman	1430 SW Topeka Blvd Topeka 66612	785-235-5627	0
UFM Community Learning Ctr	Linda Teener	1221 Thurston St Manhattan 66502	785-539-8763	0
Vietnamese Student Union	Thu Annelise Nguyen	302B Trotter Hall KSU 66506	785-532-4429	0
Future Female Executives	Julie Katz	119 Anderson Hall KSU 66506		0
Regional Workforce Center	Maureen Toll	P.O. Box 586 Salina 67401	785-827-0385	0
Washburn School of Journalism	Dr. Barbara DeSanto	1700 SW College Ave Topeka 66671	785-670-1806	0
Work Kansas Legal Services	Aaron Miller	104 S. 4th Street Manhattan 66502	785-537-2943	0
Division of Communications & Marketing	N/A	128 Dole Hall KSU 66506	785-532-2535	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce G C 67846	620-276-2339	0
Cowley Co Comm College	Rama Peroo	P.O. Box 1147 Arkansas City 67005	620-442-0430	0
Hays Job Service	Delbert Randolph	332 E 8th St Hays 67601	785-625-5654	0
On-Air Announcement Manhattan Broadcasting Co.	Barb Neitzel	2414 Casement Rd. Manhattan, KS 66502	N/A	Ten
Station Referrals	N/A	N/A	N/A	Seven
Kansas Association of Broadcasters	Judy Clouse	<a href="http://kab.net/jobbank/default.asp">http://kab.net/jobbank/default.asp</a>	N/A	Five
Advance Service Inc	N/A	116 Main St McPherson KS 67460	620-241-2829	0
Manhattan Broadcasting Company Website	Barb Neitzel	<a href="http://www.1350kman.com">http://www.1350kman.com</a>	N/A	Four

Recruitment/Referral Sources				
Source	Contact Person	Address	Tel #	# Interviewees Referred
Venture Placement Services	Bill Butler	2716 Eureka Terr Manhattan 66503	785-537-2334	0
Manpower	Alex Fuller	555 Poyntz Ste 245 Manhattan 66502	785-776-1094	0
A Q Miller School of Journalism	Kristin Copeland	105 Kedzie Hall KSU 66506	785-532-6890	0
Cloud Co Comm College	Brenda Edleston	631 Caroline Junction City 66441	800-729-5101	0
Douglas Center	Larry Nicholson	901 Yuma St Manhattan 66502	785-587-2774	0
Douglas Center HR Dept	Crystal Mlshose	1101 Poyntz Ave Manhattan 66502	785-587-2440	0
Flint Hills Job Corps	Mike Payne	4620 Eureka Dr. Manhattan 66502	785-564-4900	0
Heartland Works		205 S 4th Ste K Manhattan 66502	785-539-5691	0
Highland Comm College	Eileen Groninger	606 W Main Irvin Hall 66035	785-442-6000	0
Job Service/Workforce Ctr	Laura Lignitz	1210-A West 6th St JC 66441	785-762-8870	0
Kansas Job Link	Jim Zaman	1309 SW Topeka KS 66612	877-509-6757	0



## **E. Outreach Activities: Brief Descriptions of Activities Performed in the Last Year (Supplemental Recruitment Forms are included in Appendix 2)**

### **I. Menu Item #5: Internship Program: (Supplemental Recruitment Forms included in Appendix 2a)**

Located near the campus of Kansas State University, in Manhattan Kansas, Manhattan Broadcasting Company offers selected internships for those interested in broadcasting. The internship is designed to offer interested parties "hands on" experience with specific responsibilities in the areas of broadcasting in which they have an interest. Examples of internships being offered include: Sales and Marketing, News, Sports, Promotions, Digital and on air Production. Manhattan Broadcasting also works in conjunction with Kansas State University for students to also obtain college credit by enrolling in the K-State internship program which is offered by the school of Journalism . The hours may vary predicated on the number of credits the student intends to earn. All internships are on a credit or monetary basis, which is determined by Manhattan Broadcasting Company prior to the internship commencing.

### **II. Menu Item #10: Participation in at least four events or Programs sponsored by educational institutions relating to career opportunities in broadcasting:**

Manhattan Broadcasting Company, for several years, has offered a Program Sponsored by Educational Institutions for students exploring careers in broadcasting. The program gives high school and or college students the opportunity to observe radio station personnel in their actual work environment. Students have the opportunity to select which radio station at Manhattan Broadcasting they wish to observe station personnel on the job. The Program is coordinated with Educational Institutions within Manhattan Broadcasting's coverage area to give students a snapshot view of their particular area of interest as well as overall station operation. This program is offered at the beginning of fall, spring, and summer classes. Manhattan Broadcasting Company also offers guided tours to groups, organizations and others with an interest in broadcasting. The Manhattan Broadcasting management staff do speak to area schools and civic organizations.

### **III. Menu Item #2: Hosting Job Fairs: (Supplemental Recruitment Forms included in Appendix 2c )**

Manhattan Broadcasting Company hosts a job fair every year in which station management are present to discuss careers in broadcasting. During the job fair Manhattan Broadcasting provides "fact sheets" describing the different job opportunities available at Manhattan Broadcasting. Specific positions include; Marketing Consultant, Sales Assistant, News Director, Program Director, Traffic Director, Production Director, Programming, Digital Marketing, Sales Manager, and Disc Jockey. Those in attendance have the opportunity to meet with station management to discuss their specific job interest. During this job fair, participants also have the opportunity to inquire about part time job positions and internships as well. During the year, Manhattan Broadcasting periodically participates in job fairs hosted by both the A.Q. Miller School of Journalism and Mass Communications at Kansas State University, and the Kansas Association of Broadcasters. During the job fairs Manhattan Broadcasting management personnel are in attendance to answer questions for those attending the job fair.