

MANHATTAN BROADCASTING COMPANY, INC.

PUBLIC FILE REPORT 2018

The information contained in this report covers the time period beginning on February 1, 2018 and ending on January 31, 2019 for the following stations:

KMAN-AM-1350 (KMAN)
KMKF-FM-101.5 (KROCK)
KXBZ-FM-104.7 (8104)
KACZ-FM-96.3 (Z-963)
KBLS-FM-102.5 (Sunny)

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.

Appendix2

- 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

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- 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.
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2018 Annual EEO Public File Report

A. Full-Time Vacancies Filled During Past Year

1. Job Title: News Director	Source: Station Referral
2. Job Title: Marketing Consultant	Source: Indeed
3. Job Title: Marketing Consultant	Source: Indeed
4. Job Title: News Director	Source: KAB

B. Recruitent/Referral Sources Used to Seek Candidates for Each Vacancy**Job Title: News Director****Date Filled: January 15, 2018**

Source	Contact Person	Address	Tel #	# Interviewed Referred
Express Personnel Service	Jonny Heath	900 Hayes Dr Ste D 66502	785-776-6700	0
Kansas State Collegian	Steve Wallgast	118 Kedzie Hall 66506	785-532-6560	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St Ste R 66046	785-840-9675	0
Manhattan Chamber of Commerce	John Pagen	501 Poyntz Ave 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson 66502	785-539-3571	0
MATC Workforce Dev Center	Dan Kirkpatrick	3136 Dickens Av 66503	785-587-2800	0
Washburn School of Journalism	Dr. DeSanto	1700 SW College 66671	785-670-1806	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce 67846	620-276-2339	0
Manpower	Alex Fuller	555 Poynt Ste 245 66502	785-776-1094	0
A Q Miller School of Journalism	Ms Leon Parrish	104 Kedzie Hall 66506	785-532-6890	0
Cloud Co Community College	Brenda Hanson	631 Caroline 66441	800-729-5101	0
Douglas Center	David Baker	901 Yuma St 66502	785-587-2774	0
Douglas Center HR Department	Larry Hackney	1101 Poyntz 66502	785-587-2774	0
Cowley Co Community College	Sarah Bryant	P O Box 1147 67005	620-442-0430	0
Manhattan Workforce Center	Terry McAfee	205 S 4th Ste K 66502	785-539-5691	0
Highland Community College	Eileen Groninger	606 W Main 66035	785-442-6000	0
On-Air Announcements				
Manhattan Broadcasting Co	Barb Neitzel	2414 Casement Rd Manhattan 66502	N/A	0
Station Referrals	N/A	N/A	N/A	1
Kansas Assoc of Broadcasters	Judy Clouse	http://kab.net/jobbank	N/A	2
Manhattan Broadcasting Website	Barb Neitzel	http://www.1350kman.com	N/A	0
Indeed	N/A	indeed.com	N/A	0

B. Recruitent/Referral Sources Used to Seek Candidates for Each Vacancy**Job Title: Marketing Consultant****Date Filled: February 19, 2018**

Source	Contact Person	Address	Tel #	# Interviewed Referred
Express Personnel Service	Jonny Heath	900 Hayes Dr Ste D 66502	785-776-6700	0
Kansas State Collegian	Steve Wallgast	118 Kedzie Hall 66506	785-532-6560	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St Ste R 66046	785-840-9675	0
Manhattan Chamber of Commerce	John Pagen	501 Poyntz Ave 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson 66502	785-539-3571	0
MATC Workforce Dev Center	Dan Kirkpatrick	3136 Dickens Av 66503	785-587-2800	0
Washburn School of Journalism	Dr. DeSanto	1700 SW College 66671	785-670-1806	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce 67846	620-276-2339	0
Manpower	Alex Fuller	555 Poynt Ste 245 66502	785-776-1094	0
A Q Miller School of Journalism	Ms Leon Parrish	104 Kedzie Hall 66506	785-532-6890	0
Cloud Co Community College	Brenda Hanson	631 Caroline 66441	800-729-5101	0
Douglas Center	David Baker	901 Yuma St 66502	785-587-2774	0
Douglas Center HR Department	Larry Hackney	1101 Poyntz 66502	785-587-2774	0
Cowley Co Community College	Sarah Bryant	P O Box 1147 67005	620-442-0430	0
Manhattan Workforce Center	Terry McAfee	205 S 4th Ste K 66502	785-539-5691	0
Highland Community College	Eileen Groninger	606 W Main 66035	785-442-6000	0
On-Air Announcements				
Manhattan Broadcasting Co	Barb Neitzel	2414 Casement Rd Manhattan 66502	N/A	0
Station Referrals	N/A	N/A	N/A	0
Kansas Assoc of Broadcasters	Judy Clouse	http://kab.net/jobbank	N/A	0
Manhattan Broadcasting Website	Barb Neitzel	http://www.1350kman.com	N/A	0
Indeed	N/A	indeed.com	N/A	5
Google	N/A		N/A	1
		HIRED TWO		

B. Recruitent/Referral Sources Used to Seek Candidates for Each Vacancy**Job Title: Marketing Consultant****Date Filled: June 25, 2018**

Source	Contact Person	Address	Tel #	# Interviewed Referred
Express Personnel Service	Jonny Heath	900 Hayes Dr Ste D 66502	785-776-6700	0
Kansas State Collegian	Steve Wallgast	118 Kedzie Hall 66506	785-532-6560	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St Ste R 66046	785-840-9675	0
Manhattan Chamber of Commerce	John Pagen	501 Poyntz Ave 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson 66502	785-539-3571	0
MATC Workforce Dev Center	Dan Kirkpatrick	3136 Dickens Av 66503	785-587-2800	0
Washburn School of Journalism	Dr. DeSanto	1700 SW College 66671	785-670-1806	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce 67846	620-276-2339	0
Manpower	Alex Fuller	555 Poynt Ste 245 66502	785-776-1094	0
A Q Miller School of Journalism	Ms Leon Parrish	104 Kedzie Hall 66506	785-532-6890	0
Cloud Co Community College	Brenda Hanson	631 Caroline 66441	800-729-5101	0
Douglas Center	David Baker	901 Yuma St 66502	785-587-2774	0
Douglas Center HR Department	Larry Hackney	1101 Poyntz 66502	785-587-2774	0
Cowley Co Community College	Sarah Bryant	P O Box 1147 67005	620-442-0430	0
Manhattan Workforce Center	Terry McAfee	205 S 4th Ste K 66502	785-539-5691	0
Highland Community College	Eileen Groninger	606 W Main 66035	785-442-6000	0
On-Air Announcements				1
Manhattan Broadcasting Co	Barb Neitzel	2414 Casement Rd Manhattan 66502	N/A	0
Station Referrals	N/A	N/A	N/A	0
Kansas Assoc of Broadcasters	Judy Clouse	http://kab.net/jobbank	N/A	0
Manhattan Broadcasting Website	Barb Neitzel	http://www.1350kman.com	N/A	1
Indeed	N/A	indeed.com	N/A	5
KSU School of Journalism	N/A		N/A	1
Other	N/A		N/A	1
		HIRED FOUR		

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

Job Title: News Director

Date Filled: October 29, 2018

Source	Contact Person	Address	Tel #	# Interviewed Referred
Express Personnel Service	Jonny Heath	900 Hayes Dr Ste D 66502	785-776-6700	0
Kansas State Collegian	Steve Wallgast	118 Kedzie Hall 66506	785-532-6560	0
Lawrence Workforce Center	Cheryl White	2540 Iowa St Ste R 66046	785-840-9675	0
Manhattan Chamber of Commerce	John Pagen	501 Poyntz Ave 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson 66502	785-539-3571	0
MATC Workforce Dev Center	Dan Kirkpatrick	3136 Dickens Av 66503	785-587-2800	0
Washburn School of Journalism	Dr. DeSanto	1700 SW College 66671	785-670-1806	0
Garden City Job Service Center	Melissa Guerrero	7th & Spruce 67846	620-276-2339	0
Manpower	Alex Fuller	555 Poynt Ste 245 66502	785-776-1094	0
A Q Miller School of Journalism	Ms Leon Parrish	104 Kedzie Hall 66506	785-532-6890	0
Cloud Co Community College	Brenda Hanson	631 Caroline 66441	800-729-5101	0
Douglas Center	David Baker	901 Yuma St 66502	785-587-2774	0
Douglas Center HR Department	Larry Hackney	1101 Poyntz 66502	785-587-2774	0
Cowley Co Community College	Sarah Bryant	P O Box 1147 67005	620-442-0430	0
Manhattan Workforce Center	Terry McAfee	205 S 4th Ste K 66502	785-539-5691	0
Highland Community College	Eileen Groninger	606 W Main 66035	785-442-6000	0
On-Air Announcements				0
Manhattan Broadcasting Co	Barb Neitzel	2414 Casement Rd Manhattan 66502	N/A	0
Station Referrals	N/A	N/A	N/A	1
Kansas Assoc of Broadcasters	Judy Clouse	http://kab.net/jobbank	N/A	1
Manhattan Broadcasting Website	Barb Neitzel	http://www.1350kman.com	N/A	0
Indeed	N/A	indeed.com	N/A	0

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

D. Total Number of Interviewees for All Full-time Vacancies Filled During the Past Year Per Recruitment/Referral Sources: 20 Interviewed

Source	Contact Person	Address	Tel #	# Interviewee
Express Personnel Service	Jonny Heath	900 Hayes Dr Ste D 66502	785-776-6700	0
Kansas State Collegian	Steve Wallgast	118 Kedzie Hall 66506	785-370-6356	0
Lawrence Workforce Ctr	Cheryl White	2540 Iowa St Ste R 66046	785-840-9675	0
Manhattan Chamber Commerce	John Pagen	501 Poyntz Ave 66502	785-776-8829	0
Manhattan Christian College	Jolene Rupp	1415 Anderson Ave 66502	785-539-3571	0
MATC Workforce Center	Dam Kirkpatrick	3126 Dickens Ave 66502	785-587-2800	0
Washburn School of Journalism	Dr. DeSanto	1700 SW College Ave 66671	785-670-1806	0
Garden City Job Service	Melissa Guerrero	7th & Spruce 67846	620-276-2339	0
Manpower	Alex Fuller	555 Poyntz Ave Ste 245 66502	785-776-1094	0
A Q Miller School of Journalism	Ms Aribel Parris	105 Kedzie Hall 66506	785-532-6890	0
Cloud Co Community College	Brenda Hanson	631 Caroline 66441	800-729-5101	0
Douglas Center	David Baker	901 Yuma St 66502	785-587-2774	0
Douglas Center HR Department	Larry Hackney	1101 Poyntz Ave 66502	785-587-2440	0
Cowley Co Community College	Sarah Bryant	P O Box 1147 67005	620-442-0430	0
Manhattan Workforce Center	Terry McAfee	205 S 4th Ste K 66502	785-539-5991	0
Highland Community College	Eleen Gronninger	606 W Main 66035	785-442-6000	0
On-Air Announcements				1
Manhattan Broadcasting Co	Barb neitzel	2414 Casement Rd Manhattan, KS 66502	N/A	0
Station Referrals	N/A	N/A	N/A	2
Kansas Assoc of Broadcasters	Judy Clouse	http://kab.net/jobbank	N/A	3
Manhattan Broadcasting Web	Barb Neitzel	http://www,1359kman.com	N/A	1
Indeed	N/A	indeed.com	N/A	10
Google	N/A		N/A	1
KSU School of Journalism	N/A		N/A	1
Other	N/A		N/A	1

**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.

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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.

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