# EEO ANNUAL PUBLIC FILE REPORT
# GREAT PLAINS MEDIA

## This report covers full-time vacancy recruitment for the period of February 1, 2025 to January 31, 2026

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|---|---|---|
| **Employment Unit:**<br>Great Plains Media, Inc. | **Address:**<br>Great Plains Media, Inc.<br>3125 West 6th Street<br>Lawrence, KS 66049 | **Contact Person/Title:**<br>David Ward, Business Manager |
| **Unit Members, Community of License:**<br>KKSW-FM, Lawrence, KS<br>KMXN-FM, Osage City, KS<br>KLWN-AM, Lawrence, KS | **Telephone Number:**<br>(785) 843-1320 | **Email Address:**<br>business@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 | Account Executive | Inside Promotion | | | | | 1 | 0 |
| B | Account Executive | Rehire | | | | | 1 | |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| C | Account Executive | Rehire | | | | | 1 | |
| D | Account Executive | Referral | | | | | 1 | |

| | | | | | | | | | Pursuant to Prong 2 | |
|---|---|---|---|---|---|---|---|---|---|---|
| # | Name | Organization | Address (Street or E-Mail) | City | ST | Zip | Phone | Total Number of Interviewees Referred | Did Great Plains contact organization to request to send job vacancy information? | Did organization contact Great Plains to request job vacancy information? |
| 1 | Indeed.com | Indeed.com | | | | | | 5 | N | N |
| 1 | Lawrence Topeka Help Wanted.com (LTHW.com) | Regional Help Wanted | 11 Abrams Road | Central Valley | NY | 1091 | 845 827 1382 | 0 | N | N |
| 2 | Station Websites | Great Plains Media | 3125 West 6th St. | Lawrence | KS | 66049 | 785 843 1320 | 0 | N | N |
| 3 | Posting/Internal | Great Plains Media | 3125 West 6th St. | Lawrence | KS | 66049 | 785 843 1320 | 0 | N | N |
| 4 | Employee Referral | Great Plains Media | 3125 West 6th St. | Lawrence | KS | 66049 | 785 843 1320 | 0 | N | N |
| 5 | Non-Employee Referral | Other | N/A | Lawrence | KS | 66049 | N/A | 0 | N | N |
| 6 | Kansas Assoc. of Broadcasters | Kansas Association of Broadcasters | 214 SW 6th Ave. | Topeka | KS | 66603 | 785 235 1307 | 0 | N | N |
| 7 | On Air | Great Plains Media | 3125 West 6th St. | Lawrence | KS | 66049 | 785 843 1320 | 0 | N | N |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 8 | University of Kansas | University of Kansas | 1435 Jayhawk Blvd. | Lawrence | KS | 66049 | 785 864 7630 | 0 | N | N |
| 9 | 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 | N | N |
| 10 | Baker University | Baker University | 618 Eighth St | Baldwin City | KS | 66006 | 785.594.6451 | 0 | N | N |
| 11 | Independence, Inc | Independence, Inc. | 2001 Haskell Ave | Lawrence | KS | 66046 | (785) 841-0333 | 0 | N | N |
| 12 | Haskell Indian Nations University | Haskell Indian Nations University | 155 E Indian Ave | Lawrence | KS | 66046 | (785) 749-8404 | 0 | N | N |
| 13 | Society of Broadcast Engineers | Society of Broadcast Engineers | SBE.org | | | | | 0 | N | N |
| 14 | Missouri Association of Broadcasters | Missouri Association of Broadcasters | 1025 Northeast Drive | Jefferson City | MO | 65109 | 573-636-6692 | 0 | N | N |

## 2. Recruitment Sources

| JOB FAIRS | | | | |
|---|---|---|---|---|
| 15 | University of Kansas Career Fair | | 0 | N/A |
| 16 | Lawrence Chamber of Commerce Job Fair | | 0 | N/A |
| 17 | University of Kansas Journalism Job Fair | | 0 | N/A |
| 18 | K-State Recruitment Fair | | 0 | N/A |
| 19 | Kansas Association of Broadcasters Student Career Fair | | 0 | N/A |
| 20 | U.S. Dept of the Interior - Haskell Indian Nations University | | 0 | N/A |

| OTHER RECRUITMENT SOURCES | | | |
|---|---|---|---|
| 21 | Kansas Association of Broadcasters | 0 | N/A |
| 22 | Baker University | 0 | N/A |
| 23 | Independence, Inc. | 0 | N/A |
| 23 | Society of Broadcast Engineers | 0 | N/A |
| 24 | Missouri Association of Broadcasters | 0 | N/A |
| 25 | Lawrence World Journal | 0 | N/A |
| **Total Number of New Interviewees Referred** | | **0** | |

## 3.Supplemental Recruitment Initiatives

| | Initiatives | Date | Location | Description | Titles of Employees Involved |
|---|---|---|---|---|---|
| 1 | Internship Program 2 Interns<br><br>Internship Program 3 Interns | 01/2023-05/2023<br><br>09/2023-12/2023 | GPM Lawrence, KS | Great Plains Media regularly hosts marketing and communication majors for school credit from University of Kansas and other surrounding colleges. 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. The General and Sales Manager and the Operations Manager oversee the internships to evaluate the interns and ensure they are receiving information and education in the different departments beneficial to their area of study at school. Internships are ongoing throughout the year. In 2023, we received a Kansas Association of Broadcasters funded Internship award. | General Manager<br>Sales Manager<br>Operations Manager |

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|---|---|---|---|---|---|
| 2 | On air Announcements | Continuous | Lawrence, KS | Great Plains Media continually 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. | Operations Manager<br>Production Director |
| 3 | Community Group Sponsored Activity | | Lawrence, KS<br>Lawrence, KS<br>Lawrence, KS | University of Kansas School of Journalism Career Fair (Spring)<br>University of Kansas School of Journalism Career Fair<br>University of Kansas Career Center 2023 Internship Fair | General Manager/General Sales Manager<br>Operations Manager |