

EEO Public File Report
KANU-FM 91.5
January 31, 2018

FEBRUARY 1, 2017 – JANUARY 31, 2018

JOB VACANCIES

KPR did not fill any full-time, regular job vacancies during the specified time period.

OUTREACH INITIATIVES

- **Lawrence.com Job Fair**

February 1, 2017; Business Manager, Nicole Banman, attended and hosted a KPR recruitment table. Because KPR wasn't looking to fill any vacancies, Nicole took a list of names and contact information so that she can notify the candidates of any job openings that occur in the future. She also handed out brochures listing the various types of careers that can be found in the Broadcasting industry and various recruitment sources where candidates could look for current job openings.

- **2017 University of Kansas Staff Leadership Summit – Diversity & Inclusion: Why it Matters**

February 16, 2017; Business Manager, Nicole Banman, attended the summit, which offered various workshops oriented around increasing diversity in our collaborative efforts to maximize the variety of perspectives involved as well as acknowledging behaviors that promote exclusion and how to avoid those behaviors.

- **2017 University of Kansas Enhancing Cultural Competency Conference**

February 23, 2017; Business Manager, Nicole Banman, attended the conference, which was designed to create awareness around issues of cultural competency and inclusion as it pertains to our community.

- **2017 Kansas Association of Broadcasters (KAB) Student Career Fair**

April 4, 2017; Business Manager, Nicole Banman, attended and hosted a KPR recruitment table. Because KPR wasn't looking to fill any vacancies, Nicole took a list of names and contact information so that she can notify the candidates of any job openings that occur in the future. She also handed out brochures listing the various types of careers that can be found in the Broadcasting industry and various recruitment sources where candidates could look for current job openings.

- **Broadcasting Career Discussion & Station Tour**

October 13, 2017; Development Director, Feloniz Lovato-Winston, hosted a tour of the KPR facility and a discussion about career opportunities in broadcasting for the Wichita State University Kansas Kids @ GEAR UP program, which provides educational resources to middle and high school students who live in foster care. The program works

to increase the number of foster care students who graduate high school fully prepared for enrollment in post-secondary education.

- **Congresswoman Lynn Jenkins 8th Annual Jobs Fair**

November 17, 2017; Business Manager, Nicole Banman, attended and hosted a KPR recruitment table. Because KPR wasn't looking to fill any vacancies, Nicole took a list of names and contact information so that she can notify the candidates of any job openings that occur in the future. She also handed out brochures listing the various types of careers that can be found in the Broadcasting industry and various recruitment sources where candidates could look for current job openings.

- **KPR Internship Programs** – KPR has an ongoing, established internship program that allows interns to gain necessary skills for careers in broadcasting.

- Development Department Internship Program – Development interns assist with station events, marketing campaigns, fund drives, and public relations.
 - Dillon Heter, February 2017 - October 2018
 - Lily Abromeit, August 2017 - present
- News Department Internship Program - News interns are instructed in digital editing technique, story creation, story production, sound-gathering, research, story writing, and other aspects of news production.
 - Courtney Bierman, September 2016 - present
 - Cameron McGough, November 2016 - present
- Programming Internship Program – Programming interns assist the Music Director in presenting musicians in live studio performances at KPR; including greeting performers, administering broadcast release forms, and assisting with production in the live studio and announcing during live broadcasts. Additionally, programming interns assist the Program Director with the production of live remote events and podcast content.
 - Olivia Schmidt, August 2017 - present
 - Irena Jaspersen, December 2016 - August 2017
 - Shelby Scott, September 2017 - present

- **Kansas Association of Broadcasters (KAB) Broadcast Scholarship Program**

KPR gives financial contributions to the scholarship fund on an annual basis.

Participation in Professional Development

- **Public Media Business Association Board of Directors appointment**

Business Manager Nicole Banman was appointed to the Board of Directors of the Public Media Business Association. The industry association hosts an annual conference which provides workshops discussing the following topics: CPB Compliance, CSG audits, FCC Guidelines & Compliance, Fraud Awareness & Prevention, Equal Employment Opportunity, Employee Relations, and community service grants. It also hosts various toolkit webinars that seek to educate other public media organizations about industry compliance and trends. As part of her

appointment on the Board, Nicole attends and helps to organize and schedule the various workshops at the conference as well as the webinars.

- **2017 Public Media Development and Marketing Conference (PMDMC)**
August 10-August 12, 2016; Underwriting Sales Representative, Kendra Kuhlman, and Membership Director, Joanna Fewins, attended the 2017 PMDMC in San Francisco, CA. They learned current trends, new ideas, and best practices in fundraising, marketing, and underwriting sales from public radio colleagues and industry professionals across the country.
- **2017 Kansas Association of Broadcasters Convention**
October 15-17, 2017; News Director, J. Schafer; and Underwriting Account Representatives, Jake Jacobson and Kendra Kuhlman, attended the convention and various News and Sales workshops including: “Contagious Selling,” “The Battle Against Fake News,” and “Cool Things You Can Do With Your Phone.”