

Note: Due to an oversight, this report is being uploaded late, on 2/14/24.

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, 2022, to January 31, 2024. (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, 2023 – January 31, 2024

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, 2023 through January 31, 2024)

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

Job Title	Recruitment Sources Used	RS Referring Hiree
Production Assistant	29,35,36,37,38,2	36
News Associate	29,35,36,37,38,2	37
Farm Broadcaster	29,35,36,37,38,33,1,2,3	3
News Associate	29,35,36,37,38,2	2

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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	National Association of Farm Broadcasting	Tom Brand NAFB 816-431-4032 1100 Platte Falls Road Platte City, MO 64079 info@nafb.com	no	
2	KCLY Webpage	Julie Walmsley julie@kclyradio.com	no	4
3	KFRM Webpage	Julie Walmsley julie@kclyradio.com	no	2
4				
5				
6				
7				
8	Clay Center Dispatch	805 Fifth St Clay Center, KS 67432 Phone: 785 632-2127 Email: addeskclaycenter@yahoo.com Trisa Oulette	no	
9	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	
10	Grow Clay County	785-632-6701 712 5 th St Clay Center, KS 67432 admin@growclaycounty.org	no	1
11				
12				
13				
14				
15				
16				

	Agency Name	Contact Information	Source Entitled to Vacancy Info (yes/no)	No. of Interviewees Referred by RS Over Reporting Period
17				
18				
19				
20				
21				
22				
23				
24				
25				
26				
27				
28			no	
29	Kansas Association of Broadcasters	214 SW 6 th Ave. #300 Topeka, KS 66603 Phone : 785-235-1307 Fax : 1-785-233-3052 E-Mail: allison@kab.net judy@kab.net Allison Mazzei Judy Clouse	no	3
30				
31				
32				
33	Kansas State University	College of Agriculture Placement Director 100 Waters Hall Manhattan, KS.56506 Phone : 785-532-1691		
34	KCLY Radio	1815 Meadowlark Road Clay Center KS 67432 Phone: 785-632-5661 Fax: 785-632-5662 E-mail: julie@kclyradio.com Julie Walmsley	no	3
35	KFRM Radio	1815 Meadowlark Road Clay Center KS 67432 Phone: 785-632-5661 Fax: 785-632-5662 E-mail: julie@kclyradio.com Julie Walmsley	no	2
36	KCLY Facebook Page	Bethaney Phillips Bethaney@socialrobot.com 1815 Meadowlark Rd. Clay Center, KS 67432 785-632-5661	no	5
37	KCLY Regional Digital Newspaper	Bethaney Phillips Bethaney@socialrobot.com 1815 Meadowlark Rd Clay Center, KS 67432	no	1

	Agency Name	Contact Information	Source Entitled to Vacancy Info (yes/no)	No. of Interviewees Referred by RS Over Reporting Period
		785-632-5661		
38	KFRM Facebook Page	Bethaney Phillips Bethaney@socialrobot.com 1815 Meadowlark Rd Clay Center, KS 67432 785-632-5661	no	1
39				
40				
41				
42				
43				

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Section 3

The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period (Feb 1, 2023 through January 31, 2024).

Job Title	Recruitment source that referred the hiree
Production Assistant	36
News Associate	37
Farm Broadcaster	3
News Associate	2

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Section 4

Data reflecting the total number of persons interviewed 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
Production Assistant	2	29-2,36-4;
News Associate	3	10-1; 29-2; 35-1
Farm Broadcaster	1	36-1; 29-1; 38-1 34-1
News Associate	1	36-3,34-1

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(all events for 2 year time period shown)

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	2/1/22	Participation in job banks, internet programs and other programs designed to promote outreach efforts	KS Association of Broadcaster's Job Bank; Ntl. Assoc. of Broadcasters Career Center; Kansas Job Service of Salina; Kansas Joblink.com website; University of KS Career & Employment Services	2	Office Manager GM	1.00
6	04/19/22	Participation in at least four events relating to career opportunities in broadcasting sponsored by education institutions.	Kyle Bauer and Rocky Downing, conducted Mock Interviews with High School Seniors for various future jobs. The interviews were 15 minutes each, and then they critiqued their interview skills.	2	General Manager Station Manager	.25
9.	10/20/2022	Participation in at least four events relating to career opportunities in broadcasting sponsored by education institutions	Rocky Downing worked with Jace Brownell, from the Clay Center High School and student in the Audio Visual Class, to create Stat Sheets and other tools for Sports Broadcasting.	1	Station Manager	.25
	6/20/22	Scholarship Program	KCLY/KFRM participated in the Kansas Association of Broadcaster's Scholarship Program, running announcements promoting entry, and judging applications.	2	Office Manager Station Manager	1.00

	Date	Type of Recruitment Initiative	Brief Description of Activity	No of Station Participants	Participant Title	Points
	10/2/22	Participation in at least four events relating to career opportunities in broadcasting sponsored by education institutions.	KCLY/KFRM manned a table with a table top display showing all the careers available in radio. We talked with students and teachers about the wide set of skills needed.	2	Station Manager General Manager	.25
	11/17/22	Participation in at least four events relating to career opportunities in broadcasting sponsored by education institutions.	Kyle Bauer invited Trenton Watts, high school senior to tour the station and talk in length about careers, schools, intern programs, and opportunities in broadcast	1	General Manager	.25
	12/15/23 To 12/19/23	Trained and supervised a high school student on broadcast stats and broadcast equipment	Mackenzie Weller is a freshman majoring in Broadcast Journalism at KSU	1	Sports Director	.25
	2/15/23	High School Communications Advisor Board	Communicating with instructors about opportunities in communications, journalism, and broadcast	1	Station Manager	.25
	11/10/23	Scholarship	KCLY/KFRM participated in the Kansas Association of Broadcaster's Scholarship Program, running announcements promoting entry, and judging applications.	1	Station Manager	1.00