

**KAKE, KUPK, KLBY**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2025 to January 31, 2026**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Meteorologist	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	75
Weekend Anchor/Reporter	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-74, 76	73
Multi-Media Producer	1-11, 13-16, 18-23, 26-31, 33, 35, 37-43, 46-47, 49, 52-54, 58-75	74
Director of Sales/Station Manager	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-74, 76	32
Multi-Media Journalist	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	75
Multi-Media Producer	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	75
IT Computer Technician	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	41
Account Executive	1-11, 13-16, 18-24, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	24
Meteorologist	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	75
News Producer	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	59
Master Control Operator/Director	1-11, 13-16, 18-24, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-74	41
Multi-Media Journalist	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-74, 76	32

Please see Section II for specific information concerning sources that are entitled to receive job notifications. Job outreach efforts conducted during the reporting period utilized all sources that were entitled to receive job notifications of the relevant type at the time of outreach.

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**I. VACANCY LIST (Continued)**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-11, 13-16, 18-24, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	75
Local Sales Assistant	1-11, 13-16, 18-24, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	75
Reporter/Producer	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	32
News Producer	1-11, 13-16, 18-24, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-74	32
Anchor/Reporter	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-76	73
News Producer	1-11, 13-16, 18-24, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	74
Anchor/Reporter	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	32
Digital Sales Account Executive	1-11, 13-16, 18-24, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-74	74
News Producer	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	75
Web Producer/Assignment Desk	1-11, 13-16, 18-24, 26-31, 33, 35, 37-43, 46-47, 49, 52-54, 58-75	24
Multi-Media Producer	1-11, 13-16, 18-24, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	75
Photojournalist	1-11, 13-16, 18-23, 26-31, 33, 35, 37-43, 46-47, 49, 52-54, 58-74	73

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**I. VACANCY LIST (Continued)**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Master Control Operator/Director	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-75	75
General Manager	1-11, 13-16, 18-23, 25-33, 35, 37-43, 46-47, 49, 51-55, 58-75	72
Administrative Assistant	1-11, 13-16, 18-24, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-74	24
Weekend Anchor/Reporter	1-11, 13-16, 18-23, 26-33, 35, 37-43, 46-47, 49, 52-54, 58-74, 76	73

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Please see Section II for specific information concerning sources that are entitled to receive job notifications. Job outreach efforts conducted during the reporting period utilized all sources that were entitled to receive job notifications of the relevant type at the time of outreach.

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12- month period</b>
1	Baker University Gary Handy 618 Eighth St. Baldwin City, KS 66006 785-594-6451 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
2	Barton County Community College Judy Jacobs 245 NE 30 <sup>th</sup> Road Great Bend, KS 67530 620-792-9349 <a href="mailto:careercenter@bartonccc.edu">careercenter@bartonccc.edu</a>	No	0
3	Bethel College Marla Krell 300 East 27th Street North Newton, KS 67117 316-284-5326 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
4	Breakthrough Club Leonor Loughridge 1010 N. Main Street Wichita, KS 67203 316-269-2534 <a href="mailto:info@breakthroughwichita.org">info@breakthroughwichita.org</a>	Yes	0
5	Butler County Community College Aletra Chaney-Profit 901 S. Haverhill Road El Dorado, KS 67042 316-322-3294 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
6	Central Community College Elizabeth Kavan P O Box 1024 Hastings, NE 68902-1024 402-461-2580 <a href="mailto:elizabethkavan@cccneb.edu">elizabethkavan@cccneb.edu</a>	No	0
7	City of Wichita Attn: HR Reception City Hall, 455 N. Main, 2 <sup>nd</sup> Floor Wichita, KS 67202 316-269-4752 <a href="mailto:HR@wichita.gov">HR@wichita.gov</a>	Yes	0

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8	Cloud County Community College Grace Carder 2221 Campus Drive Concordia, KS 66901-1002 785-243-1435 Grace.Carder@cloud.edu	No	0
<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
9	Coffeyville Community College Kelli Bauer 400 W. 11 <sup>th</sup> Street Coffeyville, KS 67337 620-251-7700 kellib@coffeyville.edu	No	0
10	Colby Community College Patty Mead 1255 S. Range Colby, KS 67701 785-462-3984 patty.mead@colbycc.edu	No	0
11	Colorado State University Katie Lloyd 1101 Center Ave. Mall Fort Collins, CO 80523-8033 970-491-5707 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
12	Collective Talent Michael Bille 1721 Richardson Place Tampa FL 33606 bille@michaelsmedia.com	No  (Must Pay for Ad)	0
13	Columbia College Dave Mason 600 S. Michigan Ave. Chicago, IL 60605 312-369-8612 dmason@colum.edu	No	0
14	Dept for Children & Families Lolitta Tucker P O Box 1620 Wichita, KS 67201-1620 316-337-6428 lolitta.tucker@dcf.ks.gov	Yes	0
15	Dodge City Community College Paulina Duenas 3004 N. 14 <sup>th</sup> Street Dodge City, KS 67801 620-227-9212 pduenas@dc3.edu	No	0
16	Emporia State University June Coleman-Hull 1200 Commercial Street Emporia Kansas 66801 620-341-5407	No	0

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	Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>		
17	Facebook Website <a href="http://www.facebook.com">www.facebook.com</a>	No	0
<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
18	Fort Hays State University Daniel B. Rice 600 Park Street Hays, KS 67601-4099 785-628-4260 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
19	Fort Riley ACAP Center Sharone Washington 212 Custer Ave., Room 101 Fort Riley, KS 66442 785-239-2068 <a href="mailto:Sharone.m.washington.ctr@mail.mil">Sharone.m.washington.ctr@mail.mil</a>	Yes	0
20	Friends University Shera Jones 2100 W. University Street Wichita, KS 67213 316-295-5822 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
21	Garden City Community College Ryan J. Ruda 801 Campus Drive Garden City, KS 67846 620-276-9640 <a href="mailto:ryan.ruda@gcccks.edu">ryan.ruda@gcccks.edu</a>	No	0
22	Hastings College Kimberly Graviette 710 N. Turner Avenue Hastings, NE 68901 402-461-7387 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
23	Hutchinson Community College Marcia Fletcher 1300 North Plum Hutchinson, KS 67501 620-665-3495 <a href="https://www.collegecentral.com/hutchcc/">https://www.collegecentral.com/hutchcc/</a>	No	0
24	Indeed.com 6433 Champion Grandview Way Austin, TX 78750 800-475-4361 <a href="http://www.indeed.com/hire">www.indeed.com/hire</a>	No  (Must Pay for Ad)	17

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25	Indigenous Journalists Association University of Oklahoma Campus 660 Parrington Oval Norman, OK 73019 indigenousjournalists.org	No  (Must Pay for Ad)	0
26	Johnson County Community College Career Development 12345 College Blvd. Overland Park, KS 66210 913-469-8500 careerdevelopment@jccc.edu	No	0
<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
27	Kansas Association of Broadcasters Greg Hibbeler 1916 SW Sieben Court Topeka, KS 66611-1656 785-235-1307 www.kab.net	Yes	1
28	Kansas City Kansas Comm. College Career Services 7250 State Avenue Kansas City, KS 66112 913-334-1100 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
29	Kansas State University Debbie Owens 100 Holtz Hall Manhattan, KS 66506 785-532-6506 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
30	Kansas Works Jill Zimmerman 203 N. 10th Salina, KS 67401 785-827-0385 jzimmerman@ks.gov	Yes	0
31	KETCH Employment Services Lisa Webb 1006 E. Waterman Wichita, KS 67211 316-383-8845 lwebb@ketch.org	Yes	0
32	Linked In Website <a href="http://www.linkedin.com">www.linkedin.com</a>	No	24
33	McPherson College Kevin Mokhtarian 1600 E. Euclid St. McPherson, KS 67460 800-365-7402 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0

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34	Media Recruiter Art Scott 9457 So. University Blvd #303 Highlands Ranch, CO 80126 303-400-5150 www.mediarecruiter.com	No  (Must Pay for Ad)	0
35	Missouri Western State University Dr. Vincent Bawhay 4525 Downs Dr. Saint Joseph, MO 64507 816-271-4200 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
36	National Assoc. of Hispanic Journalists Eric Wee 1000 National Press Bldg Washington, DC 20045 626-792-3846 www.nahjcareers.org	No  (Must Pay for Ad)	0
37	Newman University Melanie Head 3100 McCormick Ave. Wichita, KS 67213 316-942-4291 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
38	NLGJA (Assoc. of LGBTQ Journalists) Elliot Ayres 2120 L Street NW, Ste. 850 Washington, DC 20009 202-887-8209 jobboard@nlgja.org	Yes	0
39	Northwestern Oklahoma State University Jenny Redinger 709 Oklahoma Blvd Alva, OK 73717 580-327-8546 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
40	Oklahoma Christian University 2501 E. Memorial Road Edmond, OK 73013 405-425-5110 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
41	Oklahoma State University Career Services 360 Student Union Stillwater, OK 74078 405-744-5253 careers@okstate.edu	No	4



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42	Ottawa University Joanna Walters 1001 S. Cedar, Campus Box 10 Ottawa, Ks 66067 785-248-2352 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
43	Pittsburg State University Dr. Troy Comeau 1701 S. Broadway Pittsburg, KS 66762 620-235-4808 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
44	Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis, IN 46204 317-635-7912 <a href="http://www.rickgevers.com">http://www.rickgevers.com</a>	No  (Must Pay for Ad)	0
45	SBE – Society of Broadcast Engineers 9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260 317-846-9000 <a href="http://www.sbe.org">www.sbe.org</a>	No  (Ad is free for SBE Members)	0
46	Senior Services/Sr Employment Prog. Cherie Wenderott 200 S. Walnut Wichita, KS 67213 316-267-1771 <a href="mailto:cheriew@seniorservicesofwichita.org">cheriew@seniorservicesofwichita.org</a>	Yes	0
47	SER Corporation Richard Lopez 1020 N. Main, Suite B Wichita, KS 67203 316-264-5372 <a href="mailto:receptionist@sercorp.com">receptionist@sercorp.com</a>	Yes	0
48	SMPTE (Society of Motion Picture & TV Engineers) 445 Hamilton Ave., Ste. 601 White Plains, NY 10601 914-761-1100 <a href="https://careercentral.smpte.org">https://careercentral.smpte.org</a>	No  (Must Pay for Ad)	0
49	Southwestern College Carey Keller 100 College Street Winfield, KS 67156-2499 620-229-6006 <a href="mailto:carey.keller@sckans.edu">carey.keller@sckans.edu</a>	No	0

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50	SPJ (Society of Professional Journalists) P.O. Box 441748 Indianapolis, IN 46244 317-927-8000 <a href="https://www.jobs.spj.org">https://www.jobs.spj.org</a>	No  (Must Pay for Ad)	0
51	Spots N Dots Gene McKay 1635 Old Highway 41, Ste. 112-338 Kennesaw, GA 30152 888-884-2630 <a href="http://www.spotsndots.com">www.spotsndots.com</a>	No  (Must Pay for Ad)	0
52	Sterling College Career Development 125 W. Cooper Sterling, KS 67579 800-346-1017 <a href="mailto:career@sterling.edu">career@sterling.edu</a>	No	0
<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
53	Tabor College Ruth Funk 400 S. Jefferson Hillsboro, KS 67063 620-947-3121 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
54	TVJobs Mark C. Holloway P O Box 4116 Oceanside, CA 92052 760-754-8177 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	Yes	0
55	TV NewsCheck Media Phil Kirk 238 Crosshill Road Wynnewood, PA 19096 917-658-9012 <a href="https://tvnewscheck.com">https://tvnewscheck.com</a>	No  (Must Pay for Ad)	1
56	TV Technology.com Ross Gager 555 11 <sup>th</sup> St. NW, Ste. 600 Washington, DC 20004 860-615-3983 <a href="https://jobs.tvtechnology.com">https://jobs.tvtechnology.com</a>	No  (Must Pay for Ad)	0
57	The Broadcast Image Group Larry Rickel 200 E. Grayson St., Ste. 116 San Antonio, TX 78215 210-828-6664 <a href="mailto:info@broadcastimage.com">info@broadcastimage.com</a>	No  (Must Pay for Ad)	0

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58	Truman State University Career Center 100 E. Normal St. Kirksville, MO 63501 660-785-4000 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
59	University of Arkansas Career Connections 1 University of Arkansas. Fayetteville, AR 72701 479-575-2805 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	1
60	University of Central Oklahoma Career Development 100 N. University Dr. Edmond, OK 73034 405-974-3346 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
61	University of Kansas Steve Rottinghaus 1435 Jayhawk Blvd, Room 210 Lawrence, KS 66045 785-864-4755 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	1
62	University of Nebraska-Lincoln Career Development 1400 R Street Lincoln, NE 68588 402-472-7211 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
63	University of Nebraska-Omaha Career Development 6001 Dodge St. Omaha, NE 68182 405-554-3672 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
64	University of Oklahoma Career Development 660 Parrington Oval Norman, OK 73019 405-325-0311 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	1
65	Washburn University Kent McAnally 1700 College Topeka, KS 66621 785-670-1450 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0

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66	Wichita State University Julie Sanders 1845 N Fairmount, Campus Box 42 Wichita, KS 67260-0042 316-978-6132 Shocker Central – wichita.12twenty.com	Yes	0
67	Wichita Technical Institute Jeff Ranney 214 South Brunswick Wichita, KS 67209-2045 316-943-2241 jranney@wti.edu	No	0
68	Wichita Workforce Center Billy Nguyen 2021 N. Amidon, Ste. 1100 Wichita, KS 67203 316-771-6827 bnguyen@kansasworks.com	Yes	0
<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
69	WSU Media Resource Center Curt Rierson 1845 N Fairmount, Campus Box 57 Wichita, KS 67260-0057 316-978-7760 curt.rierson@wichita.edu	No	0
70	WSU Tech Megan Madasz 301 South Grove Wichita, KS 67211 316-677-1876 Handshake – <a href="https://joinhandshake.com">https://joinhandshake.com</a>	No	0
71	YWCA (Wichita Family Crisis Ctr) Anna Maria Fouad 1111 N. St. Francis Wichita, KS 67214 316-263-7501 mainoffice@wichitafamilycrisiscenter.org	Yes	0
72	Lockwood Broadcast Group Tiffany Humphrey 3914 Wistar Road Richmond, VA 23228 804-672-6565 business@lockwoodbroadcast.com	No  (Source sends postings to other Lockwood-owned stations)	2
73	KAKE Internal Job Posting Lori Johnson 1500 N. West Street Wichita, KS 67203 316-946-1350 ljohnson@kake.com	No	9

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74	KAKE Website Paul Meister 1500 N. West Street Wichita, KS 67203 316-946-1392 www.kake.com	No	17
75	Employee Referral	No	21
76	Non-employee Referral	No	5
77	KAKE on air advertisement	No	0

**TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:** 104

### III. RECRUITMENT INITIATIVES

#	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fairs by station personnel who have substantial responsibility in making hiring decisions.	<p>KAKE participated in three Career Fairs during the reporting period:</p> <p>1 – March 6, 2025 – The Spring 2025 KU Journalism Career Fair on the Lawrence campus was attended by KAKE News Director, David Williams, and News Producer, Jeremy Ingalls. KAKE had a table set up to visit with students interested in careers and internships in the broadcasting field.</p> <p>2 – September 16, 2025 – Friends University 2025 Career Fair was attended by KAKE’s Creative Services Director, Aaron Lair, and Director of Sales, J.C. Lowe. KAKE had a table set up with information for students interested in careers in the broadcasting industry, including Sales and Marketing.</p> <p>3 – October 15-16, 2025 – University of Kansas School of Journalism &amp; Mass Communications Career Fair was attended by News Director, David Williams, on Oct. 15th. He had one-on-one sessions with 6 students as he reviewed and critiqued their resume work reels. On Oct. 16th KAKE News Producer, Jeremy Ingalls, joined David Williams at the Communications Career Fair where they met with 30 students, which produced several students who were interested in internships at KAKE.</p>
2	Participate in events or activities sponsored by organizations or community groups interested in broadcast employment issues.	<p>KAKE participated in eight community events for groups interested in the broadcasting field:</p> <p>1 – March 11, 2025 – KAKE Anchor, Chris Earl, was the guest speaker at the West Wichita Rotary Club. He talked</p>

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	<p>about his broadcasting experience and his career path that brought him to KAKE, as well as his plans to be an active participant in the Wichita community.</p> <p>2 – March 20, 2025 – KAKE Anchor, Deb Farris, was the guest speaker at the Pratt Rotary Club. She discussed her long broadcasting career at KAKE and answered questions about journalists and the broadcasting industry.</p> <p>3 – March 31, 2025 – Maize Middle School yearbook staff consisting of 15 students and 2 staff members were given a station tour by David Williams. He discussed KAKE's history and involvement in the community and various career opportunities. They watched the 11 a.m. newscast, and then Meteorologist, Frank Waugh, and Senior Reporter, Pilar Pedraza, talked about their roles and answered questions.</p> <p>4 – April 10, 2025 – McPherson High School's journalism class consisting of 15 students and 1 teacher visited the KAKE studio for a tour and watched the 11 a.m. newscast. David answered questions after the newscast about career opportunities in the broadcasting field.</p> <p>5 – May 2, 2025 – A vocational client with South Central Mental Health Center was given a station tour by Creative Services Director, Aaron Lair. The tour made stops in the News studio, control room, and museum. News Director, David Williams, and Operations Supervisor, Gary Kelley, answered questions about the news operation along the way.</p> <p>6 - September 16, 2025 – The owner of What's Next: Disability Employment Services, along with one of his clients who is a recent college graduate, was given a station tour by News Director, David Williams. They visited the news studio and master control and discussed the different jobs in broadcast TV. They were interested in how we provide services to those with disabilities, like the hearing impaired.</p> <p>7 – October 14, 2025 – Maize High School's Journalism class consisting of 11 students and 1 teacher was given a tour of the KAKE studio and master control areas by News Director, David Williams. They watched the live 11 a.m. newscast and then had an opportunity to ask Meteorologist, Frank Waugh, and Anchor, Johan Marin, questions about their jobs at KAKE.</p> <p>8 – November 5, 2025 – Canton-Galva's High School Journalism and Broadcast Production classes consisting of 13 students and 2 teachers were given a station tour by News Director, David Williams. He explained what a day looks like for the news team and they watched the 11 a.m. newscast in the studio. The students were then given time to ask questions after the newscast.</p>
3	<p>Establish an internship program designed to assist members of the community in acquiring skills needed for broadcast employment.</p> <p>KAKE hosted 9 student interns interested in broadcasting careers during the reporting period. The students earned academic credit from their school and will use the experience</p>

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	<p>to help them obtain jobs in the broadcasting field when they graduate. The interns observed various day-to-day activities of the reporters, news producers, photojournalists, and promotion producers. A typical internship allows the students to spend approximately 15 hours a week in their interested field of study during the fall or summer.</p> <p>This year's interns were represented by the following schools:</p> <ul style="list-style-type: none"> <li>1 – Southern New Hampshire University</li> <li>2 – University of Michigan</li> <li>3 – University of Kansas (2 students)</li> <li>4 – Long Island University, New York</li> <li>5 – Oklahoma State University</li> <li>6 – Butler County Community College</li> <li>7 – Wichita State University</li> <li>8 – Kansas State University</li> </ul>
4	<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p> <p>KAKE was one of the media sponsors for Gridiron 2025: Wickedly Funny Show and provided web ads and a tv interview to promote the show. The performance, which ran from March 13-15, 2025, raises money to support journalism scholarships offered to students attending colleges across the state of Kansas. KAKE Managing Editor, Jennifer Day, is on the board for the Society of Professional Journalists Kansas Pro Chapter, which awards the scholarships to college students.</p>
5	<p>Participation in training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p> <p>KAKE management and staff participated in seven training sessions to expand their working knowledge of the industry as well as their growth potential in the company:</p> <ul style="list-style-type: none"> <li>1 – February 28, 2025 – Lockwood Broadcast Group presented a training session on Intellectual Property and Online Content Usage, which was attended by 29 employees from the KAKE News Department. The training was provided by Mark Kurtz and Tim Moreau and explained how to use online photos and videos legally, as well as best practices for safe content usage on the air and on social media.</li> <li>2 – March 12, 2025 – VICI Digital Advertising presented a webinar on Digital for Recruitment, which was attended by Sales management and Account Executives. The training focused on digital sales tactics and explained which digital sales products work best for different types of job openings.</li> <li>3 - August 5-7, 2025, the KAKE leadership team consisting of General Manager, Mike Rajewski, Creative Services Director, Aaron Lair, Chief Engineer, Mark Jenkins, Local Sales Manager, Greg Woodward, and News Director, David Williams, attended the Kansas Association of Broadcaster's RAB Leadership Masterclass at the Courtyard by Marriott in Wichita. The training sessions were geared at improving leadership skills, building confidence, strengthening management and team-building skills, and proving actionable insights.</li> <li>4 –August 25, 2025 – Comscore presented a webinar on the</li> </ul>

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	<p>new rating and advanced audience targeting service to be used by the KAKE sales team. The training session was followed up with one-on-one meetings by Comscore with each member of the Sales Department from September 15-18, 2025.</p> <p>5 – September 30, 2025 – TVB 2025 Forward Virtual Sales Conference was attended by Sales management, all Account Executives, and Sales support staff. The conference covered selling broadcast TV in a digital world, and overcoming the biggest objections consumers have about broadcast TV.</p> <p>6 – October 5-6, 2025 – Kansas Association of Broadcasters’ 2025 Convention was held in Manhattan, Kansas. A total of 16 KAKE employees including department heads, Sales staff, and members of the Engineering and News Departments were in attendance. They attended various sessions related to their department’s objectives and areas of concentration to further develop their skills in the workplace.</p> <p>7 - November 5, 2025 – KAKE co-sponsored a Marketing &amp; Consumer Behavior Workshop at Roxy’s Downtown in Wichita for participants to learn about the growing demand of digital advertising. The training event was co-sponsored by TVB with Brian Allers giving a presentation about various types of digital advertising and the best way to reach consumers in their target audiences. The event was attended by the KAKE Sales management team, Account Executives, and sales support staff, as well as numerous current and potential clients of the station. KAKE’s Managing Meteorologist, Jay Prater, was a guest speaker during the lunch portion of the event, and he talked about his role at KAKE in keeping the community safe, and his career path in the Meteorology field that led him to where he is today.</p>
6	<p>Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p> <p>The KAKE staff visited 9 area schools to talk about their jobs and discussed careers in the broadcasting field. We also hosted one student for a Job Shadow Day at KAKE:</p> <p>1 – March 7, 2025 – School Visit – Douglass High School – Meteorologist, Frank Waugh, spoke to three groups of students about severe weather and radar. After each session the students were given the opportunity to ask Frank questions about his job at KAKE and being a Meteorologist for the station.</p> <p>2 –March 25, 2025 – School Visit – Oklahoma University – News Director, David Williams, visited one-on-one with 13 Broadcast Journalism students to review their work and discuss internships and employment opportunities. He also watched their live daily news broadcast and spoke to the students in the post-newscast meeting with suggestions for improvement.</p> <p>3 –March 26, 2025 – School Visit - El Dorado High School – KAKE Meteorologist, Frank Waugh, was a guest speaker for 30-40 high school students. He covered topics related to severe weather, radar, and career opportunities in the weather</p>



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	<p>field in broadcasting.</p> <p>4 – March 31, 2025 – School Visit – Fort Hays State University – KAKE Managing Editor, Jennifer Day, was a guest speaker for the Informatics Open House. She talked to high school and college students about broadcasting, her career path, and offered advice on careers in broadcasting.</p> <p>5 – April 28, 2025 – School Visit – Wichita State University’s Elliott School of Communication – KAKE’s Creative Services Director, Aaron Lair, was one of the guest speakers for the “Meet the Pros” in Intro to Multimedia. He spoke to the class of aspiring video media creators on the challenges and opportunities in the broadcasting industry.</p> <p>6 – July 25, 2025 – Job Shadow Day – A student from the University of Kansas who is interested in all forms of journalism spent the day in the KAKE newsroom observing the news operation and various jobs within the newsroom.</p> <p>7 – September 24, 2025 – School Visit – Pratt High School – KAKE Anchor, Deb Farris, was a guest speaker for GO Day 2025 and gave presentations to two groups of students interested in careers in the broadcasting field. She talked about her career path, the education needed for a broadcasting career, and answered questions from the groups.</p> <p>8 – October 22, 2025 – School Visit – University of Oklahoma – KAKE News Director, David Williams, met with 16 senior students from the Gaylord College of Journalism &amp; Communication who are about to enter the workforce. He had one-on-one interactions with the students and critiqued their work and discussed job opportunities at KAKE. He also watched their daily live newscast and met with all students after the newscast to offer his advice for improvement.</p> <p>9 - November 6, 2025 – Goddard Challenger Intermediate School – KAKE Sales Account Executive, Jeff Gates, and Digital Account Manager, Doug Ramsey, spoke to Social Studies classes to give them suggestions on preparing their advertising projects. They talked about the types of advertising they sell at KAKE and discussed the different platforms of advertising they could use to get the best results.</p>
7	<p>Sponsorship of events in the community designed to inform and educate members of the public about employment opportunities in broadcasting.</p> <p>June 5, 2025 – KAKE sponsored the Wichita River Festival’s Touch-A-Truck event from 5:00 – 8:30 p.m. in downtown Wichita. KAKE’s Sponsorship &amp; Community Event’s Coordinator, Courtney Roll, planned the event and contacted numerous businesses and city organizations within the community asking them to participate in the event, which resulted in 30 various types of trucks and vehicles, as well as KAKE’s weather and news reporting vehicles. KAKE was also in charge of instructing participants on where to park and set up their vehicles. The community was invited to explore the vehicles and meet the people who own and operate them. Employees from all departments of the KAKE staff volunteered their time to visit with people in attendance,</p>

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	explained what they do at KAKE, and answered questions pertaining to their jobs. A green screen and monitor were set up for visitors to stand in front of and see themselves on the monitor like the meteorologists do for their weather forecasts.
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