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**EEO PUBLIC FILE REPORT**

**FOR**

**KHCC-FM, Hutchinson, Kansas**

**KHCD-FM, Salina, Kansas**

**AND**

**KHCT-FM, Great Bend, Kansas**

This EEO Public File Report

Covers the Period of

Feb 1, 2024 through Jan 31, 2025

## **EEO Public File Report**

*This EEO Public File Report is filed in Stations KHCC-FM, KHCD-FM and KHCT-FM's public inspection file pursuant to Section 7.3.2080(c)(6) of the Federal Communication Commission's ("FCC") rules.*

*During the one-year period ending on January 31<sup>st</sup> 2025, the station filled no full-time vacancies. Interviews are scheduled and conducted with assistance of the Human Resources Department at Hutchinson Community College (HutchCC) which owns and operates Radio Kansas. In 2020 HutchCC adopted the Bamboo HR system, tracking applicants and interviews. Those reports follow:*

**2021 FCC EEO report for Radio Kansas  
KHCC-FM, KHCD-FM and KHCT-FM  
(FCC Reporting Year 2/1/21 through 1/31/22)**

This EEO Public File Report is filed in stations KHCC-FM, KHCD-FM and KHCT-FM public inspection files pursuant to Section 73.2080(c)(6) of the rules of the Federal Communications Commission.

**A. Full-time administrative position openings with Radio Kansas are posted through these advertising media and professional organizations:**

**Media:** Radio Kansas on-air announcements, Radio Kansas website, Hutchinson News, Wichita Eagle, Facebook, Handshake, Career Builder, Career Zone, Kansas Job Bank through WorkForce, Corporation for Public Broadcasting Jobline.

**Organizations:** Association of Black Communicators, Association of Black Media Workers, Black College Radio Organization, Broadcast Employment Services Board, Foundation of Minority Interest in Media, Hutchinson Chapter NAACP, Hutchinson Community College Instructors, Hutchinson Workforce Center, Institute for Journalism Education, Kansas Public Broadcasting Council, Kansas State Underwriting Network, NPR, Latino Public Radio Consortium, National Asian American Telecommunications Association, National Association of Broadcasters, National Hispanic Media Coalition, National New York Urban League, , National Society of Black Engineers, Native American Public Telecommunications, Unity Journalists of Color, Women in Communications, Women in Radio & TV

**B. Support Staff (Secretarial) positions are advertised with The Hutchinson News, the Kansas Job Bank, internally with HCC and through Radio Kansas.**

**C. Demographic information regarding full-time, administrative staff openings advertised and/or filled during reporting year:**

All applicants are invited to voluntarily report race. Interviewees are queried as to referral source.

**D. Reported Referral Sources:**

**HUTCHINSON COMMUNITY COLLEGE – AREA VOCATIONAL SCHOOL IS AN EQUAL  
OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER**

## Radio Kansas Fulfillment of EEO Responsibilities Under FCC C.F.R. 47 part 73.2080 number 2:

Option (i) Radio Kansas policy is to participate in at least two formal career fairs every year, for a total of at least four every two years. *Restrictions on gathering and travel have made this impossible for 2020, but we anticipate a return to this schedule by 2022.*

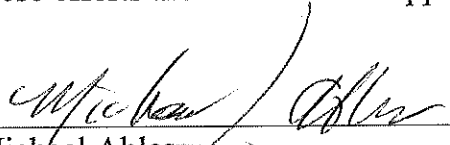
Option (vi) Radio Kansas employs a full-time Outreach Producer who arranges for frequent broadcasts from community events at college campuses and other public places. Both full-time and part-time employees distribute printed employment information and address public questions about station staff and employment. (see attached)

Option (viii) Radio Kansas offers training to employees in responsibilities outside of their day-to-day work for the station – training designed to ascertain their readiness and prepare them for full-time work within the station or within a similar organization.

Option (xii) Full-time broadcast openings at Radio Kansas are submitted to: the Corporation for Public Broadcasting Jobline, Kansas Job Bank through WorkForce, Foundation of Minority Interest in Media Broadcast Employment Services Board Broadcasting Training Program Women in Radio & TV -- International Hutchinson Chapter NAACP Hutchinson Workforce Center Institute for Journalism Education Latino Public Radio Consortium Center for Asian American Media /Formerly -National Asian American Telecommunications Association National Association of Broadcasters National Hispanic Media Coalition National New York Urban League -Dept of Human Resources National Public Radio National Society of Black Engineers Native American Public Telecommunications - Rebranded as Vision Makers Media Unity Journalist of Color Women in Communications National Association of Black Journalists Wichita Eagle Career Builder Hutchinson News CareerZone Job Fair LinkedIn.com Indeed.com Handshake Virtual Career Fair App organizations and publications with substantial participation of potential applicants from minority ethnic groups.

Option (xvi) The General Manager serves on the Hutchinson Community College Telecommunications Advisory Committee with broadcasting faculty from both HCC and area high schools, advising these programs on curriculum necessary to prepare graduates for work in local radio.

Assessment of Effectiveness: These efforts are targeted at a variety of demographic groups likely to be interested in employment with Radio Kansas. The diversity of current staff, applicant pools and recent hires leads us to believe that these efforts are effective and appropriate.

  
\_\_\_\_\_  
Michael Ables  
EEO/Outreach Director

1-22-2025

EEO contact sources

Organization	Address	Field1	Field7	Field2	Field3
Organization	Address	City	State	zip	
Corporation for Public Broadcasting Jobline	401 9th Street, NW	Washington	DC	20004	
Kansas Job Bank through WorkForce	609 E 14th	Hutchinson	KS	67501	
Foundation of Minority Interest in Media	1 Bernard Baruch Way	New York	NY		
Broadcast Employment Services Board	P.O. Box 4116	Oceanside	CA	92052	
Broadcasting Training Program	PO Box 212	Palos Verdes Estates	CA	90274	
Women in Radio & TV -- International					
Hutchinson Chapter NAACP	23 E 1st Ave	Hutchinson	KS	67501	
Hutchinson Workforce Center	Phone: (620) 669-7202 609 E 14th Ave	Hutchinson	KS	67501	
Institute for Journalism Education	1400 65th Street, Suite 200	Emeryville	CA	94608	
Latino Public Radio Consortium	245 N. MAIN ST. PO Box 114	NEW CITY	NY	10956	
Center for Asian American Media /Formerly -National Asian American Telecommunications Association	145 Ninth St, Suite #350	San Francisco	CA	94103	
National Association of Broadcasters	1771 N St NW	Washington	DC	20036	
National Hispanic Media Coalition	150 S Arroyo Parkway, Ste 101	Pasadena	CA	91105	
National New York Urban League -Dept of Human Resources	204 W 136th St	New York	NY	10030	
National Public Radio	1111 North Capitol St NE	Washington	DC	20002	
National Society of Black Engineers	205 Daingerfield Road	Alexandria	VA	22314	
Native American Public Telecommunications - Rebranded as Vision Makers Media	1800 N. 33RD ST. 68503-1409	Lincoln	NE	68503-1409	
Unity Journalist of Color	7950 Jones Branch Dr.	McLean	VA	22107	
Women in Communications	1717 E Republic Rd. Ste A	Springfield,	MO	65804	
National Association of Black Journalists	1100 Knight Hall, Suite 3101	College Park	MD	20742	
Wichita Eagle	330 N Mead #2830	Wichita	KS	67202	
Career Builder	200 N. LaSalle Street	Chicago	IL		
Hutchinson News	300 W 2nd St	Hutchinson	KS	67501	
CareerZone Job Fair	200 N. LaSalle St. Suite 1100	Chicago	IL	60601	
LinkedIn.com		Sunnyvale	CA		

EEO contact sources

Field4 Phone	Field8 e-mail or Website
202-879-9600	
646-312-1000	
(800) 374-0119	admin@amfnjobs.com
310-652-0271	reachus@theBroadcaster.com
620-669-7202	secretariat@lawrt.org   www.lawrt.org // Lisa Chanter --
620-665-3559	HutchinsonJobs@ks.gov
510-891-9202	info@mije.org
407 401 8850	mag@latinpublicmedia.org.
415-863-0814	
202-429-5300	
626 792 6462	INFO@NHMC.ORG
212-926-8000	
202.513.4400	npr.org
708.549.2207	nsbe.org
402-472-3522	visionmaker@unl.edu
703-854-3585	info@unityjournalists.org
417-886-8606	womcom.org
(301) 405-0248	
(301) 405-0248	
316-268-6000	kansas.com
SALES: 877.345.5256	
SUPPORT:	
620-694-5700	
773-527-3600	careerbuilder.com
1-650-687-3600 #5	customerservice@linkedin.com or customer_service@linkedin.com

EEO contact sources

Organization	Field1	Field7	Field2	Field3
Indeed.com	6433 Champion Grandview Way Building 1	Austin	TX	78750
Handshake Virtual Career Fair App	225 Bush Street	San Francisco	CA	94104

EEO contact sources

Field4

www.indeed.com

Field8

www.joinhandshake.com

# RADIO KANSAS®

## Statement on Diversity 2025

Owned and operated by Hutchinson Community College (HutchCC), Radio Kansas is the combined work each day of dozens of Kansas citizens as staff and support personnel. The network has a long history of employing a diverse workforce, with a greater proportion of ethnic diversity on staff than in the surrounding population.

A traditional News & Classical Music public broadcast network, Radio Kansas has specialty programming focusing on musical traditions associated with numerous ethnic minorities largely unserved elsewhere on the radio dial. Over the course of a given week we present jazz, blues, Celtic music, and music derived from and honoring native American instrumentation and musical forms. BBC News is famous the world over for its balanced approach to news, particularly international news and news on matters of public policy.

Diversity itself is a key value for HutchCC, expressed as "celebrating the uniqueness of individuals, ideas, and forms of expression" in the college's values statement:

### Hutchinson Community College Values

- Teaching and Learning — Hutchinson Community College empowers students and other stakeholders to develop abilities, talents, and skills while assessing outcomes, celebrating achievements, and encouraging lifelong learning.
- Integrity and Social Responsibility— Hutchinson Community College contributes to the public good by demonstrating responsible institutional citizenship and treating people and organizations with equity, civility, and respect.
- Service and Collaboration — Hutchinson Community College provides a dynamic environment of active internal and external partnerships embracing the potential for innovation.

- Diversity and Inclusion HutchCC celebrates the uniqueness of individuals, ideas, and forms of expression by supporting and listening to students and stakeholders.
- Tradition and Responsiveness – HutchCC respects tradition while examining future-focused trends to predict how conditions will change, develop innovations, and meet the mission-driven needs of our students and stakeholders.
- Leadership and Stewardship – HutchCC fosters the development of and provides opportunities for leadership within the institution and community while undertaking responsible management of resources.

In fulfillment of EEO responsibilities under FCC C.F.R. 47 part 73.2080 number 2, Radio Kansas undertakes several initiatives each year designed to ensure that job opportunities are promoted to a broad audience, with a particular emphasis on reaching ethnic minorities. Other efforts offer training to our already-diverse staff in an effort to ensure their readiness for management positions with Radio Kansas or elsewhere:

Option (vi) Radio Kansas employs a full-time Outreach Producer who arranges for frequent broadcasts from community events at college campuses and other public places. Both full-time and part-time employees address public questions about station staff and employment.

Option (viii) Radio Kansas offers training to employees in responsibilities outside of their day-to-day work for the station — training designed to ascertain their readiness and prepare them for advancement within the station or within a similar organization.

Option (xii) Full-time openings at Radio Kansas are posted with organizations and publications with substantial participation of potential applicants from minority ethnic groups.

In implementation, FCC and CPB rules would by law always take precedence over local hiring guidelines, but as one might imagine, we find no mis-alignment between our federal requirements and the goals and guidelines set forth in our licensee's formal Notice of Nondiscrimination:

In accordance with Titles VI and VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, Executive Order 11246, Title IX

of the Education Amendments of 1972, Section 503 and 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, the Vietnam Veterans Readjustment Assistance Act of 1974, the Jobs for Veterans Act of 2002, the Kansas Acts Against Discrimination and all other applicable civil rights and nondiscrimination statutes, the Board of Trustees prohibits discrimination on the basis of race, color, religion, sex, national origin, age, ancestry, disability, and veterans status.

The College nondiscrimination policy encompasses employment practices, conditions of employment, personnel actions and all educational programs and activities of the College and its affiliated organizations and it is the policy of the Board of Trustees to make policy decisions and to take action to prevent discrimination in all aspects of the College's operations. Reports of discrimination shall be evaluated promptly and acted upon in the manner deemed necessary by the President and appropriate administrative personnel and in accordance with the College's grievance procedures applicable to College employees and students

The Board of Trustees shall promote equal opportunity for all qualified individuals to be considered for employment, benefits and conditions of employment, educational programs and activities, regardless of race, religion, color, sex, disability, national origin, ancestry, age or veteran status, sexual orientation, marital status, parental status, gender identity, or gender expression and directs the President and College employees to take all appropriate steps to increase the number of historically- underrepresented persons in order to promote greater cultural and intellectual diversity in the College's educational programs in among its employees.

The Board of Trustees will work closely with the Kansas Civil Rights Commission and Hutchinson Human Relations Commission and other agencies in implementing the Board's nondiscrimination policies and programs.

## Conclusions:

The effectiveness of our diversity efforts is assessed each year in our FCC EEO filing, including current staff makeup and anonymous ethnic data as provided by applicants. Radio Kansas serves a state that is 86.6% white, from a county — a local hiring pool — that is 92.7% white. (Source: US Census Bureau) In 2017 the network's professional staff was comprised of 11 full-time employees, 2 of whom are black (18.2 percent) and 1 (9.1%) is native American (self-reporting as French Canadian/Indian). 5 are female and 6 male. In addition, our long-time Traffic Coordinator, now working 25 hours per week in semi-retirement, is a Hispanic woman. It seems reasonable to assert that there is no greater proof as to the efficacy of our diversity efforts than the actual result of our hiring processes — the makeup of our staff.

# Radio Kansas EEO Outreach Report

**Event:** Career Connections Job Fair

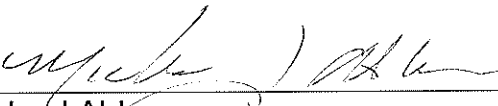
**Date:** April 4<sup>th</sup> 2024

**Venue:** Hutchinson Sports Arena

**Sponsor:** Radio Kansas

**Number of Participants:** Approx. 200 attended

On April 4<sup>th</sup> 2025 I attended a career fair from 10:00 am to 2:00 pm at the Hutchinson Sports Arena. I spoke with 20 people about the role of public radio in society and the education and skills required to be successful as a radio broadcaster. I emphasized that Radio Kansas hires employees out of the general population and that all interested community members are encouraged to apply.



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Michael Ablés  
Radio Kansas Outreach Producer



# CAREER CONNECTIONS ◀JOB FAIR▶

THURSDAY ▶ APRIL 4, 2024

10:00 AM - 2:00 PM

HUTCHINSON SPORTS ARENA

EMPLOYERS REGISTER AT:  
[WWW.HUTCHCC.EDU/CAREERFAIR](http://WWW.HUTCHCC.EDU/CAREERFAIR)

QUESTIONS? EMAIL: [CAREERZONE@HUTCHCC.EDU](mailto:CAREERZONE@HUTCHCC.EDU)

SPONSORED BY:



**HUTCHINSON**  
COMMUNITY COLLEGE

**RADIO**  
**KANSAS**



**1<sup>ST</sup>**  
FIRST NATIONAL BANK

On Air Copy 3/20 through 4/3

Hutchinson Community College's Career Connections Job Fair is

Thursday April 4<sup>th</sup> from 10 am to 2 pm in the Hutchinson Sports Arena.

More than 190 employers will be present from both in state and out of state. The job fair is free to job seekers and employers alike.

Employers can register today at [hutchcc.edu/careerfair](http://hutchcc.edu/careerfair). Hutchinson

Community College's Career Connections Job Fair is Thursday April 4<sup>th</sup>

from 10 am to 2 pm in the Hutchinson Sports Arena. Sponsored by

Hutchinson Community College and Radio Kansas. For more

information email [careerzone@hutchcc.edu](mailto:careerzone@hutchcc.edu).