

EEO Report for 2012

Great Plains Christian Radio EEO Public File Report for 2012

Sec 1. Open Positions During Filing Period

1) March 2012 **KJRL (1) opening - On Air Announcer / Production Director**. Duties include on air shift and voice tracking as assigned. Execution of production as assigned. Writing copy and assigning projects as needed. Work includes coordinating imaging and on air sound for KJRL-Abilene, KS. 2 years experience and some college would be helpful.

2) Oct 15, 2012 **KJIL/KHYM - Web Content Manager**. Full time position. College degree in computers or web design and management must. Manager will oversee all web sites associated with Great Plains Christian Radio and manage our social media sites as well. Background in video and radio would be helpful. Manager would be responsible to produce short videos of station events and staff features. Please submit a letter of introduction and resume to jobs@kjil.com. Competitive pay and benefits!

3) Jan 1, 2013 **KJIL Program Director / Afternoons...** Come and grow with our network of 50 plus signals covering the heartland. At 3 years experience on air, 2 years as PD or MD. Very competitive pay with great benefits. Duties also include voice tracks for KHYM and production as assigned. Send Air Check and resume to jobs@kjil.com. Great Plains Christian Radio is an EOE. (1/2)

Sec 2. Recruitment Sources

Sources Notified of Job Openings

1. All Access website, Nashville, TN. 615-252-6400.
2. Radio & Records website and magazine, Los Angeles, CA. 615-244-8822.
3. Christian Radio Weekly, Colorado Springs, CO. 719-536-9000.
4. NRB, Manassas, VA. 703-330-7000.
5. HisAir.net website, Greenwell Springs, LA. 225-262-7563.
6. Word of mouth
7. Kansas Association of Broadcasters website, Topeka, KS.
8. Posted at kjil.com
9. ChristianJobs.com website.
10. Oklahoma Association Of Broadcasters
11. Announced On Air

Sec 3. Recruitment Source by which position was filled

1. KAB
2. HisAir.net
3. Word of mouth

SEC 4. Action taken to fill position

1) 2 phone interviews for position 1. One in-person interviewed and position was filled as of April 2012. Position 2). 3 phone interviews, one in person. Filled Dec 2012. Position 3) is currently open.

Sec 5. List of Recruitment Initiatives undertaken in the previous year.

KAB Job Fair April 2012 Wichita, KS.

FACT conference Liberal, KS that allows us to talk to people about a future in broadcasting.

Kalidescape Fair where we presented our current opening.

1 college student (Friends University) intern for 2011. 2 high school interns for 2012. Also, conducted tours with school students of the radio station talking to them about radio broadcasting as a career.

Manager at each studio held quarterly EEO meetings with staff.