

Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO.
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee KANSAS PUBLIC TELECOMMUNICATIONS SERVICE, INC.		
Mailing Address 320 W. 21ST STREET N		
City WICHITA	State or Country (if foreign address) KS	Zip Code 67203 - 2499
Telephone Number (include area code) 3168383090	E-Mail Address (if available) TV8@KPTS.ORG	
	Facility ID Number 33345	Call Sign KPTS
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input checked="" type="radio"/> Educational TV

Application Purpose

- New Program Report
- Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

CONTACT PERSON IF OTHER THAN LICENSEE

Name DAVE MCCLINTOCK		Street Address 320 W. 21ST STREET N	
City WICHITA	State KS	Zip Code 67203-2499	Telephone Number 3168383090

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47

C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? Yes No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed <i>Kathy Webb</i>	Name of Respondent KATHY WEBB
Title SECRETARY, BOARD OF TRUSTEES	Telephone No. (include area code) 3166824616
Date 1/23/2012	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: CAROLYN POTTER	Title: DIRECTOR OF ADMINISTRATION
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: 2011 EEO REPORT

SEE ATTACHMENT

Attachment 2

Description
2011 EEO Report

Exhibit 3

Description: 2009-2010 EEO REPORTS

Attachment 3

Description
2009 EEO Report
2010 EEO Report

KPTS February 2011 thru January 2012
FCC EEO Regulations Public File Report

The FCC's updated equal employment opportunity regulations emphasize broad outreach and recruitment. The following EEO information is designed to assist and illustrate that KPTS is in compliance with the Commission's current EEO rules, policies and record-keeping requirements.

- *Full Time Jobs Filled*
- *List of Recruitment Sources Used to Fill Each Vacancy*
- *Recruitment Sources Contact Information*
- *Description of Supplemental Outreach Initiatives*
- *Yearly Totals*
- *Outreach Initiatives*

List of Full Time Positions Filled

February 2011 through January 2012

Job Title	Recruitment Source Used to Advertise Position	Recruitment Source Referring Hired Candidate	Employment Date
Admin Assist/Receptionist	Wichita Eagle CareerBuilder (<i>thru Eagle ad</i>) General Mass Mailing KPTS Inhouse posting KPTS News Posting KPTS Website On-air spots Quantum Expo Diversity Job Fair	Diversity Job Fair	8/11/11
Account Executive	Wichita Eagle CareerBuilder (<i>thru Eagle ad</i>) General Mass Mailing KPTS Inhouse posting KPTS News Posting KPTS Website On-air spots	CareerBuilder	7/25/11
Director of Content	Wichita Eagle CareerBuilder (<i>thru Eagle ad</i>) General Mass Mailing PBS Connect KPTS Inhouse posting KPTS News Posting KPTS Website On-air spots	April Job Fair	5/23/11
Marketing Coordinator	Wichita Eagle CareerBuilder (<i>thru Eagle ad</i>) General Mass Mailing PBS Connect KPTS Inhouse posting KPTS News Posting KPTS Website On-air spots Wichita American Marketing Association	Inhouse posting	5/23/11

Recruitment Source Mailing List

(none have requested to be notified of job postings)

Donna Barkley
Friends University
2100 W. University
Wichita KS 67213

Carolyn Bunch
KANSEL
2212 East Central
Wichita KS 67214-4405

Lucy Crowell
KS State-Salina
2409 Scanlan Ave
Salina KS 67401

Rosa Cruz
Hispanics Ministry
228 Ellis
Wichita KS 67211

Juan Yanez
SER
1020 N. Main Street Suite B
Wichita KS 67203-3617

Linda Goetz
Sedgwick Co. Personnel
510 N. Main
Wichita KS 67203

Bev Dunning
Sedgwick Co. Ext. Office
7001 W. 21st St. North
Wichita KS 67212

Tammy Eflin
Faith Community Church
1750 Gow
Wichita KS 67203

Bill Gross
Wichita Public Schools
301 S. Grove
Wichita KS 67211

Rick Johnson
Bethany College
Lindsborg KS 67456

Danielle Jordan
Friends University
2100 W. University
Wichita KS 67213

Nancy Tate
SRS Empmt Preparation Svs Dept
230 E. William
Wichita KS 67202

Bernie Jauregui
American GI Form
3139 Cranberry
Wichita KS 67226

Elaine Guillory
KS African American Museum
601 N. Water
Wichita KS 67203

Sharon Hartzel
North High School
1437 Rochester
Wichita KS 67203

Vickie HHallmark
Butler Workforce
2318 West Central Avenue
El Dorado KS 67042

Angela Hunt
P.O. Box 8155
Wichita KS 67203

Sheree Reub
Sr. Work Experience Project
707 N. Main
Wichita KS 67203

Northwest Christian Church
10850 W. 21st Street North
Wichita KS 67205

Medical & Regional Office Ctr
5500 East Kellogg
Wichita KS 67218

Univ Of KS School of Law
204 Green Halls
Lawrence KS 66045-2380

Betty Ann Kelly
Hutch Comm College & Area
VoTech 1300 N. Plum
Hutchinson KS 67501-5894

Susan Leiker
City of Wichita
455 N. Main
Wichita KS 67202

Prentice Lewis
Urban League of Wichita, Inc.
1802 E. 13th
Wichita KS 67214

Susi Miller
Indiana Univ
1315 E. 10th Street
Bloomington IN 47405-1701

Rev. Lincoln Montgomery
Tabernacle Baptist Church
1817 N. Volutsia
Wichita KS 67214

Glenn C. Nelson, Jr.
Grant Chapel AME
2750 Hillside
Wichita KS 67219

Elizabeth Neussen
Emporia State University
Box 4014
Emporia KS 66801

Patty Noland
Univ. of KS School of Journalism
200-Stauffer-Flint Hills
Lawrence KS 66045-2350

Ivonne Oliver
Knox Center
2924 E. Douglas
Wichita KS 67214

Troy Pollard
CSS
1929 W. 21st Street
Wichita KS 67203

Sandy Potterton
Believers Tabernacle
2000 S. Hillside
Wichits KS 67216

Ruth Pyrant
Catholic Charities
437 N. Topeka
Wichita KS 67202

Chris Quercher
Meadowlark
2111 North Spencer
Newton KS 67114

Lila Quinones
Wichita Family Services Institute
1631 E. 17th Street
Wichita KS 67214

Jeff Ranney
Wichita Tech Institute
2051 S. Meridian
Wichita KS 67213-1927

Helen Scherer
Central Community Church
6100 W. Maple
Wichita KS 67209-2129

Millie Schuster
Fort Hays State University
600 Park Street
Hays KS 67601-4090

Jessica Ross
Wichita Area Tech College
324 N. Emporia
Wichita KS 67202-2591

Beverly Smith
Langston Univ
P.O. Box 608
Langston OK 73050

Rev. W.C. Thomas
St. Mary's Baptist Church
1648 E. 17th
Wichita KS 67214

Sarah Thuma
Southwestern College
100 College Street
Winfield KS 67156-2499

Rita
St. Mark's United Methodist Church
1525 N. Lorraine
Wichita KS 67214

Recruiter
KS Army National Guard
3617 S. Seneca
Wichita KS 67217

State of Kansas
130 S. Market
Wichita KS 67202-3802

Donna Volz
Work Options
1611 N. Mosley
Wichita KS 67214

Andrea Walterscheid
Mid America All Indian Center
650 N. Senece
Wichita KS 67203

Lisa Webb
KETCH Employment Svcs
1006 E. Waterman
Wichita KS 67211

Cat Weir
Projects With Industry
P.O. Box 518
Wichita KS 67201

Cherie Wenderott
Sr. Empmt Prg
200 S. Walnut
Wichita KS 67213

Carolyn Mosteller
Wichita Job Service
150 N. Main, Suite 100
Wichita KS 67202

Julie Wright-Connolly
Kansas Newman University
3100 McCormick
Wichita KS 67213

Outreach Initiatives

1. Job Fairs
 Wichita Eagle Career Fair – April 12, 2011
 Wichita Eagle Career Fair – July 13, 2011
 Wichita Eagle Career Fair – October 4, 2011

2. Lecture Opportunities/Participation in Events/Programs Sponsored By Educational Institutions Relating to Broadcasting
 CAB Speakers:
 Pat Moyer, Director of Content – July 19, 2011 – signal issues and programming
 Pat Moyer, Director of Content – September 13, 2011 – station programming and leadership retreat
 David Brewer, Programming Manager – September 13, 2011 – station programming
 Chris Freshour, Director of Sales/Marketing – November 15, 2011 – station programming/marketing
 KPTS Arts Preview – Michele Gors, Pres/CEO – Keynote speaker, October 13, 2011
 Wichita Media Event– Michele Gors – speaker and video, August 31, 2011
 Wichita Media, Inc. – Justin Rupert, Vice President, organization brings together local broadcasters to discuss the industry.

3. Staff Educational Opportunities
4. NETA/PBS General Manager Meeting- Michele Gors, Pres/CEO, October 17, 2011

Total Number of Applicants Interviewed: 17

Total Number of Interviewees Referred by Each Recruitment Source And Recruitment Source Name:

Organization	Address	Contact	Phone	No. of Referrals
Wichita Eagle/ CareerBuilder	P.O. Box 820 Wichita, KS 67201-0820	Molly Guidas	316-268-6470	8
KPTS Inhouse Posting	320 W. 21st Street N. Wichita, KS 67203	Director of Administration	316-838-3090	1
April Job Fair	Quantum Exposition Century II Wichita, KS 67203	Bob Loudermilk	(316) 722-7320	1
Diversity Job Fair	Quantum Exposition Century II Wichita, KS 67203	Bob Loudermilk	(316) 722-7320	3
Unknown				1
Jobsearch				1
Applicant				1