

Ad Astra Per Aspera Broadcasting, Inc.

**Annual EEO Public File Report Form
KNZS-KSKU-KWHK-KXKU
2017 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 EEO rules for broadcast station employment units with five or more full time employees. It is to be included in our public file on or before the anniversary of our renewal of license application. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KNZS (FM) Arlington, KSKU (FM) Sterling, KWHK (FM) Hutchinson, and KXKU (FM) Lyons, KS and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have a website. A website was added during 2011. www.adastraradio.com

The information contained in this Report covers the time period beginning January 1, 2016 to and including December 31, 2016 (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; (BY JOB TITLES)
There were no full-time vacancies filled during the calendar year of 2016, but a part-time employee was promoted to full-time.

<u>Job/Vacancy</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
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On Air & Production	May 15, 2016	Current Employee
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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;

One part-time employee was promoted to full-time during the calendar year of 2016

The following sources were utilized to fill full and part-time vacancies.

1. Ad Astra per Aspera Broadcasting, Inc.
KNZS (FM) KSKU (FM) KWHK (FM) KXKU (FM)
On-Air Advertising & Recruitment
10 East 5th Ave.
Hutchinson, Kansas 67501
Cliff C. Shank & Aaron West
(620) 665-5758

2. Kansas Department of Labor
Job Services www.kansasworks.com
Topeka, KS 66603
785-291-6100 Fax: 785-296-1858

3. Barton County Community College/Career Planning and Placement Center
245 NE 30th Rd - Room 102 Library
Great Bend, KS 67530
Jennifer Ankerholz ankerholzj@bartonccc.edu
620-792-9349

4. Ft Hays State University/Career Services
600 Part St - Rm 214 Sheridan Hall
Hays, KS 67601
Daniel Rice ricee@fhsu.edu
785-628-4260

5. Hesston College/Career Services
Box 3000
Hesston, KS 67062
Steve Smith steves@hesston.edu
620-327-8325

6. Tabor College/Career Services
400 S Jefferson - Tabor College Library
Hillsboro, KS 67063
620-947-3120 ext 1221

7. Hutchinson Community College/Communications Department
1300 North Plum – Parker Student Union
Hutchinson, KS 67501
Randy Myers mversr@hutchcc.edu
620-665-3579

8. Hutchinson NAACP
23 E. 1st Ave
Hutchinson, KS 67501 620-669-7202

9. University of Kansas/Career and Employment Center
1601 Irving Hill Rd - 100 Burge Union
Lawrence, KS 66045
785-864-3624 ces@ku.edu

10. Bethany College/Career Services
Warner Hall
Lindsborg, KS 67456
785-227-3311 ext 8230
www.bethanyid.edu/about bethany/student life/ career services

11. Kansas State University/Career and Employment Services
100 Holtz Hall
Manhattan, KS 66506
Kerri Day Keller ces@ksu.edu
785-532-6506

12. McPherson College/Office of Career Services
P.O. Box 1402 - 1st Floor Miller Library
McPherson, KS 67560
Michael Schneider schneidm@mcpherson.edu
620-241-0742 ext 1227

13. McPherson County NOW
McPherson, KS
Marla Patrick McPhersonNOW@kansasnow.org

14. Bethel College/Center for Career Dev and Placement
300 East 27th Street
North Newton, KS 67117
Marla Krell marla@betheks.edu
316-284-5326

15. Sterling College
Career Services www.stercolks.edu/capus/careerservices
125 W. Cooper P.O. Box 98
Sterling, KS 67579
620-278-2173

16. Kansas Association of Broadcasters
214 SW 6th St. Suite 300
Topeka, KS 66603
Kent Cornish info@kab.net
785-235-1307

17. Wichita State University/Office of Career Services
1845 Fairmont
Wichita, KS 67260
Karen Gillenwater career.services@wichita.edu
316-978-6831

18. National Association of Broadcasters
Career Center
1771 N Street NW
Washington, DC 20036
202-429-5497
careercenter@nab.org

19. Hutchinson High School
Kevin Kneisly kneislyk@usd308.com
(620) 665-4877

20. Cowley County Community College/Career Services
Kim Biddle biddle@cowley.edu
125 S. 2nd.
Arkansas City, KS 67005
(620) 441-5312

21. Trinity High School
Brian Cordel bcordel@trinity.hutchinson.com
1400 E. 17th Ave.
Hutchinson, KS. 67501
(620) 662-5800

22. The Hutchinson News
Sales Help Wanted Classified Ads
Hutchinson, KS. 67501
(620) 694-5700

3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period; January 1, 2016 - December 31, 2016

Not Applicable

<u>Job/Vacancy</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
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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;

Not Applicable

<u>Job/Vacancy</u>	<u>Recruitment Source</u>	<u>Number of Interviewees</u>
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There were no full-time vacancies filled the calendar year of 2016.

5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©) (2) of the FCC rules.

Ad Astra per Aspera Broadcasting, Inc. d.b.a. as KNZS (FM), KSKU (FM), KWHK (FM), & KXKU (FM) conducted the following initiatives:

Participated with the Kansas Association of Broadcasters in its Job Bank and Internet Programs which has a substantial number of participants of that are women and minorities.

Currently airs announcements urging organizations to contact us, if they wish to be notified of job opportunities at each station.

Currently airs employment recruitment announcements urging women and minorities to apply for future job openings at our radio stations.

Helped promote the K.A.B. Student Seminar and the K.A.B. Job Fair held in Topeka in April 2016. Many future broadcasters attended the event.

Helped promote and participated in the K.A.B. Sports Seminar in May of 2016 at the K.C. Royals stadium. Many future broadcasters attended the event.

KNZS (FM), KSKU (FM), KWHK (FM), & KXKU (FM)'s President & General Manager, Cliff Shank served on the K.A.B. Scholarship and Internship committee as an active committee member. The K.A.B. awarded \$ 15,000 in scholarships, internships, and educational grants in 2016.

KNZS FM), KSKU (FM), KWHK (FM), & KXKU (FM)'s President & General Manager, Cliff Shank is a member and contributor to the K.A.B. Foundation.

KNZS (FM), KSKU (FM), KWHK (FM), & KXKU (FM) Ad Astra per Aspera Broadcasting, Inc. is also a contributor to the K.A.B. Foundation and over the years has donated more than \$ 6,000 for scholarships and helped participate in the selection process for awarding the scholarships.

KNZS (FM), KSKU (FM), KWHK (FM), & KXKU (FM) participated with the Kansas Association of Broadcasters by offering paid and unpaid internship programs during 2016.

John Nelson, of Trinity Catholic High School in Hutchinson was an unpaid intern over the summer of 2016, and was a part-time employee!