

**Ad Astra Per Aspera Broadcasting, Inc.**

**Annual EEO Public File Report Form  
KNZS-KSKU-KWHK-KXKU  
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.net](http://www.adastraradio.net)

The information contained in this Report covers the time period beginning January 1, 2012 to and including December 31, 2012 (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 three full-time vacancies during the calendar year of 2012.  
Three full-time employees were hired during the calendar year of 2012.

<u>Job/Vacancy</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
Sales Manager	June 1 <sup>st</sup> , 2012	Family Member

Mike Hill, Vice President, Station Manager, and minority stockholder of Ad Astra per Aspera Broadcasting, Inc. retired on August 31, 2011. Christofer Shank, son of the President, General Manager, and majority stockholder of Ad Astra per Aspera Broadcasting, Inc. was hired to replace Mike Hill.

<u>Job/Vacancy</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
Account Executive	11/26/2012	Referral
Account Executive	12/03/2012	KNZS Radio

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;

Three full-time employees were hired during the calendar year of 2012.

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 5<sup>th</sup> Ave.

Hutchinson, Kansas 67501

Cliff C. Shank & Aaron West

(620) 665-5758

2. Kansas Department of Human Resources/Division of Employment

609 E. 14th

Hutchinson, KS 67501

620-665-3559 Fax: 620-669-0738

3. Barton County Community College/Career Planning and Placement Center

245 NE 30<sup>th</sup> Rd - Room 102 Library

Great Bend, KS 67530

Jennifer Ankerholz [ankerholzj@bartonccc.edu](mailto: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 [caeers@fhsu.edu](mailto:caeers@fhsu.edu)

785-628-4260

5. Hesston College/Career Services

Box 3000

Hesston, KS 67062

Steve Smith [steves@hesston.edu](mailto: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 - Bldg 12  
Hutchinson, KS 67501  
Vance Tyrell [tyrellv@hutchcc.edu](mailto:tyrellv@hutchcc.edu)  
620-665-3433

8. Hutchinson NAACP  
23 E. 1<sup>st</sup> 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 [uces@ku.edu](mailto:uces@ku.edu)

10. Bethany College/Career Services  
Warner Hall  
Lindsborg, KS 67456  
785-227-3311 ext 8230  
[www.bethanylb.edu/about](http://www.bethanylb.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](mailto:ces@ksu.edu)  
785-532-6506

12. McPherson College/Office of Career Services  
P.O. Box 1402 - 1<sup>st</sup> Floor Miller Library  
McPherson, KS 67560  
Michael Schneider [schneidm@mcpherson.edu](mailto:schneidm@mcpherson.edu)  
620-241-0742 ext 1227

13. McPherson County NOW  
McPherson, KS  
Marla Patrick [McPhersonNOW@kansasnow.org](mailto:McPhersonNOW@kansasnow.org)

14. Bethel College/Center for Career Dev and Placement  
300 East 27<sup>th</sup> Street  
North Newton, KS 67117  
Marla Krell [marla@bethelks.edu](mailto:marla@bethelks.edu)  
316-284-5326

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

16. Kansas Association of Broadcasters  
1916 SW Sieben Court  
Topeka, KS 66611  
Harriet Lange [info@kab.net](mailto: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](mailto: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](mailto:careercenter@nab.org)

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

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

21. Trinity High School  
Brian Cordel [bcordel@trinity.hutch.com](mailto:bcordel@trinity.hutch.com)

1400 E. 17<sup>th</sup> Ave.  
Hutchinson, KS. 67501  
(620) 662-5800

22. The Hutchinson News  
Sales Help Wanted Classified Ads 10/04/2012 – 10/14/2012  
Hutchinson, KS. 67501  
(620) 694-5700

3. The recruitment source that referred the hires for each full-time vacancy during the Applicable Period; January 1, 2012 - December 31, 2012

<u>Job/Vacancy</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
Sales Manager	June 1, 2012	Family Member
Account Executive	Nov. 26, 2012	Employee Referral
Account Executive	Dec. 1, 2012	KNZS On-Air Ad

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;

<u>Job/Vacancy</u>	<u>Recruitment Source</u>	<u>Number of Interviewees</u>
Account Executive	On Air Radio	4
Account Executive	Hutchinson News	4
Account Executive	KS Assoc. Broadcasters	3
Account Executive	Employee Referral	3

There were three full-time vacancies and three full-time employees were hired during the calendar year of 2012.

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

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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 had 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 and participated in the K.A.B. Student Seminar and the K.A.B. Job Fair held in Wichita in April 2012. Many future broadcasters attended the event.

Helped promote and participated in the K.A.B. Sports Seminar in May of 2012 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 board member. The K.A.B. awarded \$ 15,000 in scholarships, internships, and educational grants in 2012.

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 has donated more than \$ 500 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 2012.