

KHMY(FM), KHUT(FM), KWBW(AM)
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Manager	1-6, 9-13, 15-20, 22-23, 25	5
Marketing Consultant	1-3, 6-7, 9-13, 15-20, 22-25	13
Marketing Consultant	1-3, 6-7, 9-13, 15-20, 22-25	24
Marketing Consultant/Videographer	1, 5-7, 9, 12-13, 15, 17, 19-20, 25	5
Office Manager	1-7, 9-13, 15-20, 22-23, 25	5
Administrative Assistant	1-3, 6-13, 15-25	13
Business Manager	1-3, 6-7, 9-12, 14, 16-20, 22-25	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Broadcasting School 4511 SE 29th St Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Baker University 618 8th Street Baldwin City, Kansas Phone : 785-594-8435 Gary Handy Manual Posting	N	0
3	Butler Community College 901 SW Haverhill Road El Dorado, Kansas Phone : 3163223294 Aletra Chaney-Profit Manual Posting	N	0
4	Current Employee	N	2
5	Current Employee/Internal Promotion	N	3
6	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 7853012552 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Shai Harrison	N	2
7	Eagle Radio On-Air Announcements (1 or more SEU stations) 825 N Main Hutchinson, Kansas 67501 Phone : 620-662-4486 Matt Althouse Manual Posting	N	2
8	Employee Referral	N	1

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9	Emporia State University 1 Kellogg Circle Emporia, Kansas 66801 Email : career@emporia.edu Fax : 1-620-341-5168 June Coleman	N	1
10	Fort Hays State University 600 Park St. - Rm 214 Sheridan Hall HAYS, Kansas 67601 Phone : 785-628-4260 Url : www.fhsu.edu/career Daniel Rice Manual Posting	N	0
11	Friends University 2100 W University Ave. Wichita, Kansas Phone : 3162955885 Carlene Crist Manual Posting	N	0
12	Hutchinson Community College 1300 North Plum Hutchinson, Kansas 67501 Phone : 6206653377 Email : worthamm@hutchcc.edu Fax : 1-620-728-8155 Michelle Wortham	N	0
13	Indeed Website 6433 Champion Grandview Way Austin, Texas Url : www.indeed.com Shai Harrison Manual Posting	N	10
14	Indeed.com - Not Directly Contacted by SEU	N	3
15	Kansas Association of Broadcasters 214 SW 6th Avenue #300 Topeka, Kansas 66603 Phone : 7852351307 Url : kab.net Email : judy@kab.net Allison Mazzei	N	0

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16	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785.532.6506 Url : http://www.k-state.edu/ces/ Linda Diehl Manual Posting	N	0
17	KANSASWORKS Hutchinson 609 E 14th Ave Hutchinson, Kansas 67501 Phone : (620) 665-3559 Email : dlewis@kansasworks.com Fax : 1-620-728-8161 KANSASWORKS Hutchinson	N	0
18	McPherson College 1600 E Euclid Street McPherson, Kansas Amy Beckman Manual Posting	N	0
19	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 5736366692 Url : mbaweb.org Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	0
20	Nebraska Broadcasters Association 11414 W Center Rd Suite 342 Omaha, Nebraska 68144 Phone : 4029335995 Url : https://ne-ba.org/ Email : jim@ne-ba.org Jim Timm	N	0
21	Walk In/Self-Referral	N	1
22	Washburn University 1700 SW College Avenue Topeka, Kansas 66621 Phone : 785-670-1450 Kent McAnally Manual Posting	N	0

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23	Wichita State University 1845 Fairmount Wichita, Kansas 67601 Phone : (316) 978-6831 Karen Gillenwater Manual Posting	N	1
24	Word of Mouth Referral	N	5
25	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/16/2023	Provision of training to management	On February 16, 2023, the SEU's General Manager participated in an EEO training hosted by speaker David Oxenford from the Wilkinson Barker Knauer law firm. The webinar was sponsored by the Kansas Association of Broadcasters. The training covered and reviewed all of the FCC's EEO obligations and how the SEU can meet the obligations to stay out of trouble with the FCC, as well as what is in store for future FCC EEO compliance obligations.	1	General Manager
2	3/20/2023	Establishment of training programs for station personnel	The SEU put one of its new Marketing Consultants through a 7-week training program called P1 Plus, covering a number of broadcasting topics and skillsets. Participants watch more than 50 online video courses and take an exam at the end of each course. There are weekly calls with course instructors and weekly status updates that are sent to the participant's manager. Participants learn about topics such as advanced sales techniques and broadcast and digital sales, which will in turn will help them advance their career in the company.	2	Chief Revenue Officer Marketing Consultant
3	4/25/2023	Hosting of Job Fair	The SEU hosted an EAGLE Soar Hire Job Fair on Tuesday, April 25th, from 12pm - 6pm at the Uptown Hutchinson Mall. There were nineteen Vendor Booths present and over 250 prospective job seekers stopped by to visit with participating recruitment teams. The SEU planned and implemented the job fair, and also hosted a booth and gave out materials about working at the station. To broadcast the event, information was promoted by all 3 radio stations.	4	General Manager Digital Marketing Manager Marketing Consultant Program Director

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4	5/22/2023	Establishment of an intern program designed to assist members of the community	Beginning May 2023 and ending July 2023, our SEU hosted an intern from Kansas University. The intern worked closely with SEU staff to learn the "behind-the-scenes" functioning of broadcasting. During the internship, they learned about broadcast sales and digital marketing, and worked both on-site and in the community with our Digital Marketing Manager. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	4	General Manager Digital Marketing Manager News Director Office Manager
5	7/10/2023	Establishment of training programs for station personnel	The SEU put one of its new Marketing Consultants through a 7-week training program called P1 Plus, covering a number of broadcasting topics and skillsets. Participants watch more than 50 online video courses and take an exam at the end of each course. There are weekly calls with course instructors and weekly status updates that are sent to the participant's manager. Participants learn about topics such as advanced sales techniques and broadcast and digital sales, which will in turn will help them advance their career in the company.	2	Marketing Consultant Chief Revenue Officer