

KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)**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
Marketing Consultant	1-4, 7-14, 16-18, 20-23, 25-30, 32-33, 35-37, 39	14
On-Air Personality	1-4, 7-14, 16-18, 20-23, 25-30, 32-39	38
Marketing Coordinator	1-4, 7-14, 16-29, 32-33, 35-39	38
Project Coordinator	1-4, 7-14, 16-18, 20-23, 25-29, 32-39	14
Traffic Director	1-4, 8-14, 16-18, 20-23, 25-29, 32-33, 35-39	14
News Reporter	1-4, 7-18, 20-23, 25-29, 32-33, 35-39	38
Sports Reporter	1-3, 6-9, 11-13, 17-18, 20-23, 25-29, 31 -33, 35, 39	6
Sports Reporter	1-3, 7-13, 16-18, 20-23, 25, 27-29, 31- 33, 35-39	38
Digital Project Coordinator	1-5, 7-10, 12-13, 15-18, 20-23, 25-29, 32-33, 35-39	38
Business Manager	1-4, 7-10, 12-13, 15-18, 20, 22-23, 25- 29, 32-33, 35-39	15

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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	All Access.com 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 3104576616 Url : www2.allaccess.com Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	1
2	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
3	Cloud County Community College 2221 Campus Dr Concordia, Kansas 66901 Phone : 785-243-1435 Email : bhanson@cloud.edu Fax : 1-785-243-9321 Brenda Hanson	Y	0
4	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Fax : 1-785-460-4691 Leisa Hansen	N	0
5	Current Employee	N	1
6	Current Employee/Internal Promotion	N	1
7	Dodge City Community College 2501 N. 14th Ave Dodge City, Kansas 67801 Phone : 620-225-1321 Fax : 1-620-227-9380 Danny Gillum	N	0

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8	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Fax : 1-785-625-8030 Shai Harrison	N	2
9	Eagle Communications KJCK Website P.O. Box 789 Junction City, Kansas 66441 Phone : 785-587-0103 Url : www.kjck.com Email : benjamin.waters@eagleradio.net Benjamin Waters	N	0
10	Fort Hays State University 600 Park St Rm 214 Sheridan Hall Hays, Kansas 67601 Phone : 785-628-4260 Dan Rice Manual Posting	N	0
11	Friends University 2100 W. University St Wichita, Kansas 67213 Phone : 316-295-5000 Fax : 1-316-295-5010 Donna Barkley	N	0
12	Garden City Community College 801 Campus Dr Saffell Library Garden City, Kansas 67846 Phone : 620-275-3243 Email : colin.lamb@gcccks.edu Colin Lamb	N	0
13	Haskell Indian Nations University Navarre Hall 155 Indian Ave Lawrence, Kansas 66046 Phone : 785-749-8448 Email : mona.franklin@bie.edu Fax : 1-785-832-6654 Mona Franklin	N	0

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14	Indeed Website 6433 Champion Grandview Way Austin, Texas 78750 Phone : 7853012552 Url : www.indeed.com Shai Harrison Manual Posting	N	20
15	Indeed.com - Not Directly Contacted by SEU	N	5
16	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-6506 Kerri Day Keller Manual Posting	N	0
17	Kansas Wesleyan University 100 E. Claflin Pioneer Hall Rm 160 Salina, Kansas 67401 Phone : 785-827-5541 ext1162 Fax : 1-785-827-0927 Carla Larkin	N	0
18	KU Journalism Department The University of Kansas Lawrence, Kansas 66045 Email : reinardy@ku.edu Scott Reinardy	N	0
19	Linked In - Not Directly Contacted by SEU	N	2
20	Manhattan Area Technical College 3136 Dickens Ave Manhattan, Kansas 66506 Phone : 785-587-2800 Fax : 1-785-587-2804 Kim Aickhaefer	N	0
21	McPherson College PO Box 1402 McPherson, Kansas 67470 Phone : 800-365-7402 Fax : 1-620-241-8443 Kris Wiens	N	0

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22	Mid-America Nazarene University 2030 E. college Way Olathe, Kansas 66062 Phone : 913-791-3382 Email : careercenter@mnu.edu Fax : 1-913-791-3401 Jeanette Downs Pettitt	N	0
23	Missouri School of Journalism, Career Services 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : https://career.missouri.edu/ Email : career@missouri.edu Fax : 1-573-882-5440 Rob McDaniels	N	0
24	Nebraska Workforce Development 505A Broadway Ste 300 Scottsbluff, Nebraska 69361 Phone : 308-633-1056 Lori Marquez Manual Posting	N	1
25	Newman University 3100 McCormick Ave Admin Bldg, Rm 302 Wichita, Kansas 67213 Phone : 316-942-4291 Fax : 1-316-942-4483 Julie Connolly	N	0
26	North Central Kansas Technical College PO Box 507 Beloit, Kansas 67420 Phone : 800-658-4655 Fax : 1-785-738-2903 Bobette Roesti	N	0
27	Radio-online.com 3500 Tripp Ave Amarillo, Texas 79121 Phone : 8063527503 Url : radio-online.com Fax : 1-806-352-3677 Ron Chase	N	0

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28	Regional Workforce Center 120 W. Ash Salina, Kansas 67401 Phone : 785-827-9301 Fax : 1-785-827-9758 Maureen Toll	N	0
29	Salina Post 1825 South Ohio Salina, Kansas 67401 Phone : 785-656-9856 Url : www.salinapost.com Email : nathan.king@eagleradio.net Nathan King Prong 2 Ended Date: 9/8/2023	N	0
30	Salina Workforce Center 203 N. 10th Salina, Kansas 67401 Phone : 785-827-0385 Email : salinajobs@ks.gov Fax : 1-785-827-2307 Russ Sharff	N	0
31	Sportscasters Talent Agency of America (Sports positions only) Unknown unknown, Kansas Url : https://staatalent.com/ Email : jon@staatalent.com Jon Chelesnik	Y	5
32	University of Kansas University Career Center 1601 Irving Hill Road Room 110 Burge Union Lawrence, Kansas 66045 Phone : 785-864-7672 Email : nplotnikov@ku.edu Fax : 1-785-864-4572 Natalia Plotnikov	Y	0
33	University of St. Mary 4100 S 4th ST Leavenworth, Kansas 66048 Phone : 913-758-6145 Email : ask@stmary.edu Natalie Cook	Y	0

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34	Unknown (source not adequately identified upon inquiry by SEU)	N	2
35	VA Eastern Kansas Health Care System 220 Gage Boulevard Topeka, Kansas 66622 Phone : 7853503111 EXT 52180 Email : Daniel.Rhoads2@va.gov Daniel Rhoads	Y	0
36	Washburn University 1700 SW College 122 Morgan Hall Topeka, Kansas 66621 Phone : 785-231-1010 Judy Smith Manual Posting	N	0
37	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-3435 Jill Pletcher Manual Posting	N	1
38	Word of Mouth Referral	N	12
39	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:			53

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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
2	6/26/2023	Establishment of an intern program designed to assist members of the community	Beginning in June 2023, our SEU hosted an intern from Kansas State University (KSU) for the summer. The intern worked closely with SEU staff to learn the "behind-the-scenes" functioning of broadcasting. During the internship the intern learned to program three different music-based radio stations, trained on the control board, learned how the SEU does commercial production, as well as music research, on-air basics such as how to engage listeners, as well as participated in live events and remotes, interacting with clients and listeners alike, and worked both on-site and in the studio with our Operations Manager and On-Air Personality. The intern also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	3	Operations and Brand Manager Programmer On-Air Personality