

KHOK(FM), KVGB(AM), KVGB-FM and employees of KBGL(FM)**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****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
News Anchor and Reporter	1-6, 8-9, 11-18, 20, 22, 24-31, 33-36	30
Operations Manager/Program Director	1-25, 27-29, 31-36	14

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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	A.Q.Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan, Kansas 66506 Phone : 785-532-6890 Email : kermit@ksu.edu Fax : 1-785-532-5484 Erin Moore	N	0
2	Allen County Community College 1801 N. Cottonwood Iola, Kansas 66749 Phone : (620) 365-5116 Url : www.allencc.edu/web/service/work/work.htm Email : bswinney@allencc.edu Fax : 1-620-365-7406 Bill Swinney	N	0
3	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
4	Baker University Harter Union PO Box 65 Baldwin City, Kansas 66006 Phone : (785) 594-8382 Url : www.bakeru.edu/cdc/employer.htm Email : Eva.Durand@bakeru.edu Fax : 1-785-594-4568 Erica Johnson-Wanzer	N	0
5	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : (620) 792-9349 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : ankerholzj@bartonccc.edu Fax : (620) 792-3238 Jennifer Ankerholz	N	0

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6	Bethel College 300 E. 27th St. - Fine Arts Ctr. North Newton, Kansas 67117 Phone : (316) 284-5271 Url : www.bethelks.edu/academics/commarts/ Email : cecrouse-dick@bethelks.edu Fax : 316-284-5286 Christine Crouse-Dick	N	0
7	Coffeyville Community College 400 West 11th Coffeyville, Kansas 67337 Phone : 6202527503 Url : www.ccc.cc.ks.us/academics/programs/commbroad.htm Email : pollet.heather@coffeyville.edu Heather Pollet	N	0
8	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : (785) 462-3984 Url : www.colbycc.edu Email : Leisa.hansen@colbycc.edu Fax : 1-785-462-4688 Corey Sorenson	N	0
9	Cowley County Community College 125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5312 Url : www.cowley.edu/student/career Fax : (620) 441-5350 Kim Biddle	N	0
10	Dodge City Community College 2501 N. 14th Ave. Dodge City, Kansas 67801 Phone : 6202279375 Email : emercer@dc3.edu Eric Mercer	N	0

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11	Douglass Center 901 Yuma Street Manhattan, Kansas 66502 Phone : 785-587-2774 Email : nicholsonl@ci.manhattan.ks.us Fax : 1-785-587-2727 Larry Nicholson	N	0
12	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-625-4000 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Fax : 1-785-625-8030 Shai Buelow	N	1
13	El Centro, Inc. Macias-Flores Family Ctr. - 290 S. 10th St. Kansas City, Kansas 66101 Phone : (913) 281-1186 Url : www.elcentroinc.com/english/family_improvement/adu Email : Amartinez@ElCentroInc.com Fax : (913) 362-8513 Anita Martinez	N	0
14	Employee Referral	N	3
15	Fort Hays State University Heather Hall Hays, Kansas 67601 Phone : 785-628-5365 Url : www.fhsu.edu Email : sjrobson@fhsu.edu Fax : 1-785-628-4075 Scott Robson	N	0
16	Garden City Community College 801 Campus Dr Saffell Library Garden City, Kansas 67846 Phone : 620-275-3243 Email : colin.lamb@gcceks.edu Colin Lamb	N	0

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17	Great Bend Work Force Center 1025 Main Great Bend, Kansas 67530 Phone : 620-793-5445 Email : greatbendjobs@kansasworks.com Fax : 1-620-793-3188 Heidi Brittain	Y	0
18	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
19	Highland Community College Irvin Hall 606 W. Main Highland, Kansas 66035 Phone : 7854426294 Url : www.highlandcc.edu Email : lmilburn@highlandcc.edu Lindsey Milburn	N	0
20	Hutchinson Community College 1300 North Plum - Bldg 12 Hutchinson, Kansas 67501 Phone : (620) 665-3433 Url : www.hutchcc.edu/dept/6/CommTech/TelComFr.htm Email : tyrellv@hutchcc.edu Fax : 1-620-665-3310 Vance Tyrell	N	0
21	Indeed.com - Not Directly Contacted by SEU	N	1
22	Johnson County Community College 12345 College Blvd-Student Ctr 252 Box 48 Overland Park, Kansas 66210 Phone : (913) 469-3598 Url : www.jccc.net/home/depts/5301 Email : lcunningham06@jccc.net Fax : 1-913-469-3825 LeAnn Cunningham	N	0

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23	Junction City Workforce Center 1012 W 6th St, Suite A Junction City, Kansas 66441 Phone : (785) 762-8870 Url : www.workforcecenters.com/junctioncity/ Email : junctioncityjobs@ks.gov David Brennan	N	0
24	Kansas African-American Affairs Commission Landon State Office Building 900 SW Jackson Street, Room 101 Topeka, Kansas 66612 Phone : (785) 296-4874 Url : www.hr.state.ks.us/kaaa/html/index.html Email : aaa@hr.state.ks.us Fax : 1-785-296-1795 Mildred Edwards	N	0
25	Kansas Association of Broadcasters 2709 S.W. 29th Street Topeka, Kansas 66614 Phone : 785-235-1307 Email : info@kab.net Fax : 1-785-233-3052 Kent Cornish	Y	0
26	Kansas Press Association 4021 SW 10th Street #351 Topeka, Kansas 66604 Ron Fields Manual Posting	N	0
27	Kansas State University Career Center 148 Berney Family Welcome Center Manhattan , Kansas 66506-3412 Phone : 785-532-1681 Url : www.k-state.edu/careercenter Email : careercenter@k-state.edu Fax : 1-785-532-3696 Debbie Owens	N	0
28	KansasWorks 512 Market Street Emporia, Kansas 66801 Phone : (620) 342-3355 Email : podell@kansasworks.com Fax : 1-620-342-2806 Patty Odell	N	0

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29	McPherson College P.O. Box 1402 -1st Floor Miller Library McPherson, Kansas 67460 Phone : (620) 241-0742 Url : www.mcpherson.edu/careers/index.asp Email : schneidm@mcpherson.edu Fax : (620) 241-8443 Michael Schneider	N	0
30	On-Air Announcement (One or More SEU Stations)	N	1
31	Overland Park Workforce Development Center 8417 Santa Fe Drive, Suite 100 Overland Park, Kansas 66212 Phone : (913) 642-8484 Email : lmwood@hr.state.ks.us Fax : 1-913-642-7260 Lavera M.	N	0
32	Regional Workforce Center 120 W Ash PO Box 586 Salina, Kansas 67401 Phone : (785) 827-9301 Url : www.salinakansas.org/RWC/workforce_2000.htm Email : lsloan@informatics.net Fax : (785) 827-9758 Lynda K.	N	0
33	University of Kansas 210 Stauffer-Flint 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-3624 Email : nplotnikov@ku.edu Natalia Plotnikov	N	0
34	University of Kansas School of Mass Communications 200 Stauffer - Flint Hall Lawrence, Kansas, Kansas 66045-2350 Phone : 785-864-4755 Email : pnoland@ku.edu Fax : 1-785-864-5318 Patty Noland	N	0
35	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-3435 Jill Pletcher Manual Posting	N	0

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36	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:			6

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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	2/1/2021	Establishment of a mentoring program	From February to May 2021, our Market Manager worked with our Operations Manager to mentor the Operations Manager in preparation to take on a greater leadership role in our SEU. The mentoring program included weekly meetings, where the pair selected a management topic each week to discuss.	2	Market Manager Operations Manager
2	11/1/2021	Establishment of training programs for station personnel	From November 2021 to December 2021, The SEU put its Digital Sales Director through a weekly training program called Bullseye 101, hosted by Simpli-fi. The program covered digital targeted advertising content, ranging from keyword marketing, display advertising, metrics, video ads and OTT/CTV. The participant learned about topics to advance sales techniques and broadcast and digital sales, which will in turn help them advance their career in the company.	1	Digital Sales Director