

**KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(FM) and employees at KFIX(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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

**KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(FM) and employees at KFIX(FM)****EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/22/2021	Establishment of training programs for station personnel	The SEU put two of its employees (Sports Director and Marketing Consultant) 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.	3	Sports Director Marketing Consultant Chief Revenue Officer
2	6/30/2021	Participation in events sponsored by organizations representing the community	Our SEU hosted a local student for a job shadow. The student shadowed our Program Director for a station morning show from 6AM to 10 AM, and the student had the opportunity to watch production work and learn about the radio station operations. The student also met with the SEU's General Manager, who discussed broadcasting career opportunities with the student.	2	Program Director General Manager
3	12/17/2021	Establishment of an intern program designed to assist members of the community	Our SEU hosted an intern from Hays High School during the Fall 2021 semester. The intern worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. During the internship, the intern observed a variety of announcer duties, contributed to show prep, and assisted with various operations and programming responsibilities. The intern also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	4	General Manager Operations Manager Program Director Program Director