

KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(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
Relationship Manager	2-4, 6-8, 10-14, 16, 18-24, 26-33, 35	14
Marketing Consultant	2-4, 6-8, 10, 12-13, 15-16, 19-20, 22- 28, 30-35	15
News Reporter	2-4, 6-8, 10-14, 16-33, 35	14
Web Developer	1-9, 11-13, 16, 18-25, 28-33, 35	7

KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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	0
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	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
7	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	2

KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Eagle Communications KJCK Website P.O. Box 789 Junction City, Kansas 66441 Phone : 785-762-5525 Url : www.kjck.com Email : jason.schlitz@eagleradio.net Jason Schlitz	N	0
9	Former Employee	N	1
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
14	Indeed.com - Not Directly Contacted by SEU	N	5
15	Internal Transfer/Promotion	N	1
16	Junction City Workforce Center 1012 W 6th St Junction City, Kansas 66441 Phone : 785-762-8870 Email : jbrunner@kansascommerce.com Jo Brunner	N	0

KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Kansas Press Association 4021 SW 10th Street #351 Topeka, Kansas 66604 Url : kspress.com Ron Fields Manual Posting	N	0
18	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
19	KU Journalism Department The University of Kansas Lawrence, Kansas 66045 Email : reinardy@ku.edu Scott Reinardy	N	0
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
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

KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	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
25	North Central Kansas Technical College PO Box 507 Beloit, Kansas 67420 Phone : 800-658-4655 Fax : 1-785-738-2903 Bobette Roesti	N	0
26	Pittsburg State University 1701 S. Broadway 202 Horace Mann Pittsburg, Kansas 66762 Phone : 620-235-4140 Fax : 1-620-235-4008 Pam Ehlers	N	0
27	Regional Workforce Center 120 W. Ash Salina, Kansas 67401 Phone : 785-827-9301 Fax : 1-785-827-9758 Maureen Toll	N	0
28	Salina Post 1825 South Ohio Salina, Kansas 67401 Phone : 785-825-4631 Url : www.salinapost.com Email : leslie.eikleberry@eagleradio.net Leslie Eikleberry	Y	1

KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	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
30	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
31	University of St. Mary 4100 S 4th ST Leavenworth, Kansas 66048 Phone : 913-758-6145 Email : ask@stmary.edu Natalie Cook	Y	0
32	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
33	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-3435 Email : CareerDevelopment@wichita.edu Fax : 1-316-978-3511 Jill Pletcher	N	0
34	Word of Mouth Referral	N	1
35	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:			12

KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)

EEO PUBLIC FILE REPORT

February 1, 2021 - January 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/26/2021	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
2	6/21/2021	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	8/25/2021	Hosting of Job Fair	The SEU hosted a community Job Fair - "Flint Hills Job Fair" on Wednesday August 25th, 2021 from 10am to 5pm at the Manhattan Town Center mall. Our SEU planned and organized the event, including by recruiting employers to attract residents in the stations' coverage area. 41 local businesses participated, including our SEU.	6	General Manager On-Air Personality Marketing Consultants

KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)

EEO PUBLIC FILE REPORT

February 1, 2021 - January 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/4/2021	Provision of training to management	Our SEU's General Manager attended a seminar entitled "The What and Why of Diversity and Inclusion," which was presented during the Annual KAB Convention by the founder of LG Consulting and SVP, director of inclusion, equity and diversity at Fidelity Bank. The session examined the steps organizations need to consider when building a diversity strategy, with tips on how to create a business case and how to build a customized diversity plan for a broadcast station. The seminar also covered Diversity, Equity and Inclusion best practices and emerging trends.	1	General Manager
5	10/15/2021	Establishment of an intern program designed to assist members of the community	Beginning on 10/15/2021, our SEU hosted 3 interns from Junction City High School (JCHS) for the 2021-2022 football and basketball seasons. The interns worked closely with SEU staff to learn the "behind-the-scenes" functioning of sports broadcasting. During the internship, they learned about video streaming and radio play-by-play audio for JCHS football and basketball games, and worked both on-site at games and in the studio with our Sports Play-By-Team, including our News/Sports Director and Studio Board Operator. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	2	News/Sports Director Board Operator