

KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(FM)**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****III. RECRUITMENT INITIATIVES**

	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	2/24/2023	Establishment of training programs for station personnel	The SEU put one of its 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	7/18/2023	Establishment of an intern program designed to assist members of the community	Our SEU hosted an intern from Fort Hays State University during the Summer of 2023. The intern worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station and it's associated news division. During the internship, the intern observed a variety of news reporting duties, contributed to show prep, participated in news gathering and reporting, 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 and news.	1	News Editor