

KHMY(FM), KHUT(FM), KWBW(AM)
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

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 (Account Executive)	1-9, 11, 14-16	2
Engineer	3-4, 10, 12-13	3

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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	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
2	Current Employee/Internal Promotion	N	1
3	Eagle Communications Careers Website 2703 Hall St, Suite 15 Hays, Kansas 67601 Phone : 7853012064 Url : www.eagleradop.net/careers Email : eaglehr@eagleradio.net Shai Buelow	N	1
4	Eagle Radio On-Air Announcements (1 or more SEU stations) Box 1036 Hutchinson, Kansas 67504 Phone : 620-662-4486 Email : nancy.swain@eagleradio.net Nancy Swain	N	0
5	Emporia State University 1 Kellogg Circle Emporia, Kansas 66801 Email : career@emporia.edu Fax : 1-620-341-5168 June Coleman	N	0
6	Fort Hays State University 600 Park St. - Rm 214 Sheridan Hall HAYS, Kansas 67601 Phone : 785-628-4260 Url : www.fhsu.edu/career Email : careers@fhsu.edu Fax : 1-785-628-4093 Daniel Rice	N	0
7	Hutchinson Community College 1300 North Plum Hutchinson, Kansas 67501 Phone : 6206653377 Email : worthamm@hutchcc.edu Fax : 1-620-728-8155 Michelle Wortham	N	0

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8	Indeed- Not Directly Contacted by SEU 2703 Hall St. Suite 15 Hays, Kansas 67601 Phone : 7856254000 Url : www.indeed.com Email : shannonw@eaglecom.net Shannon Wiederholt	N	0
9	Indeed.com - Not Directly Contacted by SEU	N	2
10	Kansas Association of Broadcasters 214 SW 6th Avenue #300 Topeka, Kansas 66603 Phone : 7852351307 Url : kab.net Allison Mazzei Manual Posting	N	0
11	KANSASWORKS Hutchinson 609 E 14th Ave Hutchinson, Kansas 67501 Phone : (620) 665-3559 Email : dlewis@kansasworks.com Fax : 1-620-728-8161 KANSASWORKS Hutchinson	N	0
12	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 5736366692 Url : mbaweb.org Terry Harper Manual Posting	N	0
13	Nebraska Broadcasters Association 11414 W Center Rd Omaha, Nebraska 68144 Phone : 4029335995 Url : https://ne-ba.org/ Jim Timm Manual Posting	N	0
14	Wichita State University 1845 Fairmount Wichita, Kansas 67601 Phone : (316) 978-6831 Email : wsuhire@wichita.edu Fax : 1-316-978-3511 Karen Gillenwater	N	0

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15	Word-of-Mouth Referral Box 1036 Hutchinson, Kansas 67502 Phone : 620-662-4486 Email : mark.trotman@eagleradio.net Fax : 1-620-662-5357 Mark Trotman	N	0
16	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:			4

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/12/2020	Establishment of training programs for station personnel	The SEU created a one-day training program for part-time employees to learn skills needed to advance their career in broadcasting. In June 2020, one part-time board operator participated in the program. The training was broken into four phases. In the first phase, he shadowed one of the SEU's Account Executives and learned about the entire sales process from client contact to writing a commercial and sending to the production department. In the second phase, he shadowed the SEU's Program Director and learned the process of taking a written spot and producing it. Traffic was also explained to him. In the third phase, the SEU's Program Director and the Operations Manager showed him how music is chosen, scheduled and how the music scheduling software integrates with the SEU's automation system. In the final phase, he shadowed the SEU's News Reporter and learned how to collect news items for broadcast and the difference in writing for on-air versus digital.	5	Relationship Manager Program Director Program Director News Director
2	7/15/2020	Participation in scholarship programs	The SEU participated in a scholarship program by donating \$1000 for the Presidential and Leadership profile at Hutchinson Community College. The Presidential Scholarship was awarded to a sophomore student this year to be used for the fall 2020 and spring 2021 semesters. The student is majoring in journalism, writes for the Hutchinson Collegian and the Harvey County Independent papers. Because of Eagle Communications support of the College and in this case, the scholarship awardee, they'll continue their education at Wichita State University after graduating from Hutch CC in spring of 2021 to pursue their journalism degree.	1	General Manager

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3	10/7/2020	Provision of training to management	In October 2020, one of the SEU's News Directors participated in a two-week training course titled "Becoming a Great Leader." The News Director watched 14 videos and took an exam after each video, all through Eagle's learning management system, ThinkZoom. The series focused on leadership fundamentals, the difference between leadership and power, how to create followership, and motivating employees.	1	News Director
4	11/2/2020	Establishment of training programs for station personnel	This SEU created a training program to help foster the necessary skills for their Account Executive to become the new General Manager in the market. The training took place from November - December 2020 and consisted of a wide range of training procedures, such as on sales assistance, payroll procedures, traffic and log creation, etc. The SEU's current General Manager contributed their wide array of knowledge to ensure that the training would qualify the employee for the higher position.	2	General Manager Account Executive