

**KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)****EEO PUBLIC FILE REPORT****February 1, 2020 - January 31, 2021<sup>1</sup>****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>
Relationship Manager	1-11, 14-23, 25-33	7
Administrative Sales Assistant	1-6, 8-23, 25-32, 34	13
General Manager	1-21, 23-34	13
Relationship Manager (Account Executive)	1-6, 9-11, 14-18, 20-21, 23, 26-34	33
On-Air Personality	1-2, 5-6, 8-11, 14-21, 23, 25-32, 34	5
On-Air Personality	1-2, 5-6, 8-11, 14-21, 23, 25-32, 34	17
Office Manager	1-12, 14-15, 17-21, 23, 25-32, 34	7
General Manager	1-6, 8-14, 16-17, 19-21, 23, 26-32, 34	13

<sup>1</sup>This Report provides recruitment data collected from February 1, 2020 through January 28, 2021.

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<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>
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	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
3	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Fax : 1-785-460-4691 Leisa Hansen	N	0
4	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
5	Eagle Communications Careers Website 2703 Hall St Suite 15 Hays, Kansas 67601 Phone : 785-625-4000 Url : www.eaglecom.net Email : eaglehr@eaglecom.net Fax : 1-785-625-8030 Cole Grieves	N	1
6	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
7	Employee Referral	N	5

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8	Fort Hays State University 600 Park St Rm 214 Sheridan Hall Hays, Kansas 67601 Phone : 785-628-4260 Fax : 1-785-628-4093 Dan Rice	N	0
9	Friends University 2100 W. University St Wichita, Kansas 67213 Phone : 316-295-5000 Fax : 1-316-295-5010 Donna Barkley	N	0
10	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
11	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
12	Indeed.com - Not Directly Contacted by SEU	N	8
13	Internal Transfer/Promotion	N	3
14	Junction City Workforce Center 1012 W 6th St Junction City, Kansas 66441 Phone : 785-762-8870 Email : jbrunner@kansascommerce.com Jo Brunner	N	0
15	Kansas Association of Broadcasters 1916 SW Sieben Court Topeka, Kansas 66611 Phone : 785-235-1307 Fax : 1-785-233-3052 Kent Cornish	N	0

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16	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
17	KU Journalism Department The University of Kansas Lawrence, Kansas 66045 Email : reinardy@ku.edu Scott Reinardy	N	1
18	Manhattan Area Technical College 3136 Dickens Ave Manhattan, Kansas 66506 Phone : 785-587-2800 Fax : 1-785-587-2804 Kim Aickhaefer	N	0
19	McPherson College PO Box 1402 McPherson, Kansas 67470 Phone : 800-365-7402 Fax : 1-620-241-8443 Kris Wiens	N	0
20	Missouri School of Journalism, Career Services 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : <a href="https://career.missouri.edu/">https://career.missouri.edu/</a> Email : career@missouri.edu Fax : 1-573-882-5440 Rob McDaniels	N	0
21	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
22	North Central Kansas Technical College PO Box 507 Beloit, Kansas 67420 Phone : 800-658-4655 Fax : 1-785-738-2903 Bobette Roesti	N	0

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23	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
24	Radio Ink 331 SE Mizner Blvd Boca Raton, Florida 33432 Phone : 7856254000 Url : www.radioink.com Cole Grieves Manual Posting	N	0
25	Radio-online.com 3500 Tripp Ave Amarillo, Texas 79121 Phone : 8063527503 Url : radio-online.com Fax : 1-806-352-3677 Ron Chase	N	0
26	Regional Workforce Center 120 W. Ash Salina, Kansas 67401 Phone : 785-827-9301 Fax : 1-785-827-9758 Maureen Toll	N	0
27	Salina Post 1825 South Ohio Salina, Kansas 67401 Phone : 785-825-4631 Url : www.salinapost.com Email : leslie.eikleberry@eagleradio.net Leslie Eikleberry	Y	0
28	Salina Workforce Center 203 N. 10th Salina, Kansas 67401 Phone : 785-827-0385 Fax : 1-785-827-2307 Russ Sharff	N	0

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29	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
30	University of St. Mary 4100 S 4th ST Leavenworth, Kansas 66048 Phone : 913-758-6145 Email : ask@stmary.edu Natalie Cook	Y	0
31	VA Eastern Kansas Health Care System 220 Gage Boulevard Topeka, Kansas 66622 Phone : 785-806-9251 Email : Daniel.Rhoads2@va.gov Daniel Rhoads	Y	0
32	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
33	Word of Mouth Referral	N	4
34	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>22</b>

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**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	8/26/2020	Establishment of training programs for station personnel	The SEU put two of its Account Executives 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	Account Executive Account Executive Chief Revenue Officer
2	10/5/2020	Establishment of a mentoring program	This SEU created a training program to help foster the necessary skills for their Sales Manager to become the General Manager in the market. The training took place from October - 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 General Manager contributed their wide array of knowledge to ensure that the training would qualify the employee for the higher position.	2	General Manager Sales Manager