

KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(FM) and employees at KFIX(FM)**EEO PUBLIC FILE REPORT****February 1, 2019 - January 31, 2020¹****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
Programmer	1-25, 27-73	71
Programmer	1-25, 27-73	24
Account Executive	1-10, 12-13, 15-24, 26-35, 37-41, 44-73	71

¹This report was modified in January 2021 to address reporting issues.

KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(FM) and employees at KFIX(FM)**EEO PUBLIC FILE REPORT****February 1, 2019 - January 31, 2020****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	A.Q.Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-6890 Email : smethers@ksu.edu Fax : 1-785-532-5484 Dr. Steve Smethers	N	0
2	A.Q.Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan, Kansas 66506 Phone : 785-532-6890 Email : kermit@ksu.edu Fax : 1-785-532-5484 Erin Moore	N	0
3	AFRICAN-AMERICAN FAMILY PRESERVATION 1631 E. 17TH WICHITA, Kansas 67202 Phone : 316-269-0488 Fax : 1-316-269-2744 JENNIFER JONES	N	0
4	Allen County Community College 1801 N. Cottonwood Iola, Kansas 66749 Phone : (620) 365-5116 Email : bilderback@allenc.c.edu Fax : 1-620-365-7406 Rebecca Bilderback	N	0
5	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
6	American Indian Chamber of Commerce in Kansas P.O. Box 750222 Topeka, Kansas 66675 Phone : (785) 749-8434 Fax : (785) 832-6605 Marilyn Bread	N	0

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7	Baker University Harter Union PO Box 65 Baldwin City, Kansas 66006 Phone : (785) 594-8382 Url : www.bakeru.edu/cdc/employer.htm Email : Eva.Durand@bakeru.edu Fax : 1-785-594-4568 Erica Johnson-Wanzer	N	0
8	Baker University P.O. Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : www.bakeru.edu Email : susan.wade@bakeru.edu Susan Wade	N	0
9	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : (620) 792-9349 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : ankerholzj@bartonccc.edu Fax : (620) 792-3238 Jennifer Ankerholz	N	0
10	Benedictine College Student Service Center Library Main Floor Atchison, Kansas 66002 Phone : (913) 360-7578 Url : www.hirebenedictine.com Email : kmcdowell@benedictine.edu Fax : 1-913-360-7622 Benedictine College Career Services	N	0
11	Bethel College James A. Will Family Academic Center, Room 102 North Newton, Kansas 67117 Phone : (316) 284-5326 Url : http://www.bethelks.edu/student-life/services/career-services/ Email : jbjerum@bethelks.edu Fax : 1-316-284-5286 Bethel College Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Black Womens Network 703 SE Hackberry Topeka, Kansas 66607 Phone : 785-232-0008 Email : BKCushinberry@yahoo.com Beverly Cushinberry	N	0
13	Bott Radio Network 10550 Barkley Suite 100 Overland Park, Kansas 66212 Phone : 913-642-7770 Url : www.bottradionetwork.com Email : kccv@bottradionetwork.com Fax : 1-913-642-2424 Sam Rinearson	N	0
14	Career Fair (see Section III)	N	1
15	Central Christian College 1200 S. Main, P.O. Box 1403 McPherson, Kansas 67460 Phone : (620) 241-0723 Url : http://www.centralchristian.edu/guidance.html Email : patricia.muntz@centralchristian.edu Fax : 1-620-241-6032 Pat Muntz	N	0
16	Cloud county Community College 2221 Campus Dr Concordia, Kansas 66901 Phone : 785-243-1435 Email : bhanson60@gmail.com Fax : 1-785-243-9321 Brenda Hanson	N	0
17	Coffeyville Community College 400 West 11th Coffeyville, Kansas 67337 Phone : (620) 251-7700 Url : www.ccc.cc.ks.us/academics/programs/commmbroad.htm Email : billyd@coffeyville.edu Fax : (620) 252-7098 Billy Durham	N	0

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18	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Email : leisa.hansen@colbycc.edu Leisa Hansen	N	0
19	Cowley County Community College 125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5312 Url : www.cowley.edu/student/career Fax : (620) 441-5350 Kim Biddle	N	0
20	Donnelly College 608 N. 18th Kansas City, Kansas 66102 Phone : 913-621-8780 Email : ytelep@donnelly.edu Fax : 1-913-621-0354 Yvonne Telep	N	0
21	Douglass Center 901 Yuma Street Manhattan, Kansas 66502 Phone : 785-587-2774 Email : nicholsonl@ci.manhattan.ks.us Fax : 1-785-587-2727 Larry Nicholson	N	0
22	Douglass Center City Wide 11 Poyntz City Hall Manhattan, Kansas 66502 Phone : 785-587-2445 Fax : 1-785-587-2464 Crystal Malchose	N	0
23	Eagle Communications Careers Website 2703 Hall St Suite 15 Hays, Kansas 67601 Phone : 785-625-4000 Url : www.eaglecom.net Email : eaglehr@eagleradio.net Shai Buelow	N	1

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24	Eagle Radio of Hays On Air Announcements (1 or more SEU stations) Eagle Radio of Hays Hays, Kansas Phone : 785-625-2578 Email : dustin.armbruster@eagleradio.net Dustin Armbruster	N	1
25	ECTV Channel 8 ECTV Hays, Kansas 67601 Phone : 785-628-0467 Harrison Brent Manual Posting	N	0
26	El Centro, Inc. Macias-Flores Family Ctr. - 290 S. 10th St. Kansas City, Kansas 66101 Phone : (913) 281-1186 Url : www.elcentroinc.com/english/family_improvement/adu Email : Amartinez@ElCentroInc.com Fax : (913) 362-8513 Anita Martinez	N	0
27	Flint Hills Job Corps 4620 Eureka Dr. Manhattan , Kansas 66502 Phone : (785) 537-7222 Email : business@jobcorps.gov Fax : 1-785-537-9517 Flint Hills Job Corps	N	0
28	Flint Hills Technical College 3301 W. 18th Ave. Emporia, Kansas 66801 Phone : (800) 711-6947 Url : www.fhtc.kansas.net Fax : 1-620-343-4610 Placement Director	N	0

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29	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 B.	N	0
30	Fort Hays State University Department of Communications Heather Hall Hays, Kansas 67601 Phone : 785-628-5365 Email : sjrobson@fhsu.edu Fax : 1-785-628-4075 Scott Robson	N	0
31	Friends University 2100 W. University St - Casado Campus Ctr Wichita, Kansas 67213 Phone : (316) 295-5636 Url : www.collegecentral.com/friends Email : career@friends.edu Fax : 1-316-295-5572 Friends University Job Placement	N	0
32	Garden City Community College 801 Campus Dr - Saffell Library Garden City, Kansas 67846 Phone : (620) 276-9640 Url : www.gccc.cc.ks.us/ Email : ryan.ruda@gcccks.edu Ryan J.	N	0
33	Garden City Community College 801 Campus Drive Garden City, Kansas 67846 Phone : (620) 276-9500 Email : laura.york@gcccks.edu Laura York	N	0
34	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

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35	Hays Has Jobs 2700 Vine Street Hays, Kansas 67601 Phone : 785-628-3102 Url : http://www.hayshasjobs.com/ Email : erneer@haysamerica.net Ernee Sly	N	0
36	Heartland Works 1430 SW Topeka Blvd Topeka, Kansas 66612-1853 Phone : (785) 235-5627 Email : gcozadd@hr.state.ks.us Fax : 1-785-233-3433 Gert Cozad	N	0
37	Highland Community College 606 W. Main Manhattan, Kansas 66502 Phone : 785-442-6056 Email : tcrary@highlandcc.edu Fax : 1-785-442-6057 Therese CRary	N	0
38	Hutchinson Community College 1300 North Plum - Parker Student Union Hutchinson, Kansas 67501 Phone : (620) 665-3579 Url : www.hutchcc.edu/gc/ Email : myersr@hutchcc.edu Fax : 1-620-728-8155 Randy Myers	N	0
39	Hutchinson Community College 1300 North Plum - Bldg 12 Hutchinson, Kansas 67501 Phone : (620) 665-3433 Url : www.hutchcc.edu/dept/6/CommTech/TelComFr.htm Email : tyrellv@hutchcc.edu Fax : 1-620-665-3310 Vance Tyrell	N	0

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40	Independence Community College College Ave and Brookside Dr Independence, Kansas 67301 Phone : (620) 331-4100 Url : www.indycc.edu Email : jfischer@indycc.edu Jim Fischer	N	0
41	Johnson County Workforce Center 9221 Quivira Road Overland Park, Kansas 66215 Phone : (913) 577-5900 Email : overlandparkjobs@kansasworks.com Fax : 1-913-642-7260 Johnson County Workforce Center	N	0
42	Junction City Workforce Center 1012 W 6th Street, Suite A Junction City, Kansas 66441 Phone : 785-762-8870 Email : junctioncityjobs@kansasworks.com Fax : 1-785-762-3078 Junction City Workforce Center	N	0
43	Kansas Association of Broadcasters 214 SW 6th Topeka, Kansas 66603 Phone : 785-235-1307 Email : judy@kab.net Judy Clouse	N	0
44	Kansas Department of Labor 401 SW Topeka Blvd. Topeka, Kansas 66603 Phone : (866) 444-5465 Url : www.kansasjoblink.com; www.hr.state.ks.us Email : human.resources@dol.ks.gov Placement Director	N	0
45	Kansas State University 105 Kedzie Hall Manhattan, Kansas 66506 Phone : (785) 532-6890 Url : www.jmc.ksu.edu/employers/ Email : jobs@ksu.edu Fax : 1-785-532-5484 Dr. Steven Smethers	N	0

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46	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785.532.6506 Url : http://www.k-state.edu/ces/ Email : jobs@ksu.edu Fax : 1-785-532-6802 Linda Diehl	N	0
47	Kansas University University Career & Employment Services 1601 Irving Hill Rd, 110 Burge Union Lawrence, Kansas 66045 Phone : 785.864.7672 Url : http://www.ku.edu/~uces/ Email : kucareer@ku.edu KU Career Services	N	0
48	KANSASWORKS Dodge City 2308 1st Avenue Dodge City, Kansas 67801 Phone : 620-227-2149 Email : dodgecityjobs@kansasworks.com Fax : 1-620-227-9667 KANSASWORKS Dodge City	N	0
49	KANSASWORKS Emporia 1622 Industrial Road, Suite 15 Emporia, Kansas 66801 Phone : 620-342-3355 Email : emporiajobs@kansasworks.com Fax : 1-620-342-2806 KANSASWORKS Emporia	N	0
50	KANSASWORKS Garden City 107 E. Spruce St. Garden City, Kansas 67846 Phone : 620-276-2339 Email : gardencityjobs@kansasworks.com Fax : 1-620-276-7306 KANSASWORKS Garden City	N	0

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51	KANSASWORKS Great Bend 1025 Main Great Bend, Kansas 67530 Phone : 620-793-5445 Email : greatbendjobs@kansasworks.com Fax : 1-620-793-3188 KANSASWORKS Great Bend	N	0
52	KANSASWORKS Hays 332 E. 8th St. Hays, Kansas 67601 Phone : 785-625-5654 Email : haysjobs@kansasworks.com Fax : 1-785-625-0092 KANSASWORKS Hays	Y	0
53	KANSASWORKS Hutchinson 609 E. 14th Ave. Hutchinson, Kansas 67501 Phone : (620) 665-3559 Url : https://www.kansasworks.com/ada/skillmatch/skl_workforcecenter.cfm?ofiid=6101 Email : dlewis@kansasworks.com Fax : 1-620-728-8161 KANSASWORKS Hutchinson	Y	0
54	KANSASWORKS Independence 200 Arco Place, Suite 101 Independence, Kansas 67301 Phone : (620) 332-0594 Email : independencejobs@kansasworks.com Fax : 1-620-331-0856 KANSASWORKS Independence	N	0
55	KANSASWORKS Salina 203 N. 10th Street SALINA, Kansas 67401 Phone : 785-827-0385 Email : salinajobs@kansasworks.com Fax : 1-785-827-2307 KANSASWORKS Salina	N	0

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56	Labette Community College 200 S 14th Street Parsons, Kansas 67357 Phone : (620) 421-6700 Url : www.labette.cc.ks.us Email : TomD@labette.cc.ks.us Fax : 1-620-421-2309 Thomas Duran	N	0
57	Leavenworth County Workforce Center 515 Limit Street, Suite 200 Leavenworth, Kansas 66048 Phone : 913-651-1800 Email : leavenworthjobs@kansasworks.com Fax : 1-913-682-1804 Leavenworth County Workforce Center	N	0
58	Manhattan Area Technical College 3136 Dickens Ave Manhattan, Kansas 66506 Phone : 785-587-2800 Fax : 1-785-587-2804 Kim Aickhaefer	N	0
59	McPherson College P.O. Box 1402 -1st Floor Miller Library McPherson, Kansas 67460 Phone : (620) 241-0742 Url : www.mcpherson.edu/careers/index.asp Email : schneidm@mcpherson.edu Fax : (620) 241-8443 Michael Schneider	N	0
60	Mid-America Nazarene University 2030 E. College Way Olathe, Kansas 66062 Phone : 913-971-3520 Email : clc@mnu.edu Christine Snyder	N	0
61	Newman University 3100 McCormick Ave. - Admin Bldg Rm 302 Wichita, Kansas 67213 Phone : (316) 942-4291 Url : www.newmanu.edu/sss Fax : (316) 942-4483 Susan Miller	N	0

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62	North Central Kansas Technical College P.O. Box 507 Beloit, Kansas 67420 Phone : (800) 658-4655 Url : www.ncktc.tec.ks.us Email : webmaster@ncktc.tec.ks.us Fax : (785) 738-2903 Director of Placement	N	0
63	Ottawa University 1001 S. Cedar Street Ottawa, Kansas 66067 Phone : (785) 242-5200 Email : career@ottawa.edu Director of Placement	N	0
64	Pittsburg Job Service Center 105 W. Euclid Pittsburg, Kansas 66762 Phone : 620-231-4250 Email : pittsburgjobs@kansasworks.com Fax : 1-620-231-6448 Pittsburg Workforce	N	0
65	Pittsburg State University 1701 South Broadway-202 Horace Mann Pittsburg, Kansas 66762 Phone : (620) 235-4140 Url : www.pittstate.edu/car/empserv.html Email : car@pittstate.edu Fax : 1-620-235-4008 David Hogard	N	0
66	Topeka Workforce Center 1430 SW Topeka Blvd Topeka, Kansas 66612 Phone : (785) 235-5627 Email : topekajobs@kansasworks.com Fax : 1-785-233-5899 Topeka Workforce Center	N	0

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67	University of Kansas 2066 Dole Center Lawrence, Kansas 66045 Phone : (785) 864-0608 Url : http://www.ukans.edu Email : utsler@ku.edu Fax : 1-785-864-0614 Max Utsler	N	0
68	University of Kansas School of Mass Communications 200 Stauffer - Flint Hall Lawrence, Kansas, Kansas 66045-2350 Phone : 785-864-4755 Email : steve_rottinghaus@ku.edu Fax : 1-785-864-5318 Steve Rottinghaus	N	0
69	Washburn University 1700 SW College, 137 Morgan Hall Topeka, Kansas 66621 Phone : 785-670-1450 Url : http://www.washburn.edu/current-students/career-services/index.html Email : career-services@washburn.edu Washburn University Career Services	N	0
70	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : (316) 978-6831 Url : http://www.HireKansasTalent.com Email : career.services@wichita.edu Fax : 1-316-978-3511 Karen Gillenwater	N	0
71	Word of Mouth Referral	N	2
72	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

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73	Wyandotte County Workforce Center 626 Minnesota Avenue Kansas City, Kansas 66101 Phone : (913) 279-2600 Email : kansascityjobs@kansasworks.com Fax : 1-913-342-9676 Wyandotte County Workforce Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(FM) and employees at KFIX(FM)**EEO PUBLIC FILE REPORT****February 1, 2019 - January 31, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/19/2019	Hosting of Job Fair	On Tuesday, February 19, 2019, this SEU hosted a Job Fair at the Eagle Media Center to expose interested individuals to various careers available in the communications industry. The SEU aired commercials on five radio stations, 3-weeks prior to the job fair being held. The General Manager was made available to meet and greet each applicant, as well as answer any questions that arose. There was a dedicated job fair space where participants had the opportunity to visit with employees in their area of interest such as "On Air Talent" or Sports and News or Radio Sales or Data Entry. Attendees were able to see the operation of the radio stations in person during the job fair. The SEU used on-air announcements and online postings to promote the event.	3	General Manager Operations Manager Talent Development Representative
2	3/29/2019	Participation in events or programs sponsored by educational institutions	On March 29, 2019, this SEU hosted a student from Logan High School to job shadow. The student spent the day with our Operations Director and people in the sports department.	1	Operations Director News/Sports Announcer
3	6/3/2019	Participation in events or programs sponsored by educational institutions	From June 3, 2019 to June 6, 2019, the SEU hosted a student from Fort Hays State University shadowed the traffic department. The student was exposed to billing and revenue tasks and observed a revenue call and observed an announcer voice track an on-air shift.	3	General Manager Traffic Manager Traffic Admin
4	6/17/2019	Participation in events or programs sponsored by educational institutions	From June 17, 2019 to June 28, 2019, the SEU hosted a student from Ness City High School. The student shadowed the sports department and was able to observe announcers during radio shifts. The student assisted updating stat sheets, writing articles for the website and prepping for sportscasts. The student also had the opportunity to record some sportscasts and commercials.	4	Program Director Account Executive/On-Air Assistant Sports Director Sports Director

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5	7/1/2019	Participation in events or programs sponsored by educational institutions	From July 1 to July 23, 2019, the SEU hosted a student from Kansas State University as a job shadow. The student spent time on various mornings with the KKQY-FM morning show staff where he assisted with weather and producing content for the show. He also produced a few commercials and station liners.	1	Program Director
6	8/20/2019	Hosting of Job Fair	On Tuesday, August 20, 2019, this SEU hosted a Job Fair at the Eagle Media Center to expose interested individuals to various careers available in the communications industry. The SEU aired commercials on five radio stations, 3-weeks prior to the job fair being held. The General Manager was made available to meet and greet each applicant, as well as answer any questions that arose. There was a dedicated job fair space where participants had the opportunity to visit with employees in their area of interest such as "On Air Talent" or Sports and News or Radio Sales or Data Entry. Attendees were able to see the operation of the radio stations in person during the job fair. The SEU used on-air announcements and online postings to promote the event.	2	General Manager Talent Development Representative
7	10/2/2019	Participation in events or programs sponsored by educational institutions	The Program Director for one of the SEU's stations spoke during Career Time on Wednesday, October 2, 2019 at Hays High School where students choose presentations from people in careers they are interested in. After sharing her education and training that led to her role at Eagle Radio, she took questions from the students.	1	Program Director