

KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)**EEO PUBLIC FILE REPORT**

February 1, 2015 - January 31, 2016

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
Digital News Content Administrator	2-11, 13, 16-18, 21-23, 25-26, 28-29, 31, 34-35, 37-39, 41, 43-44, 46-47, 50, 52, 54, 56, 59-62, 64, 66-67, 69-70, 72- 73, 75-80, 82-84, 86	17
Account Executive	1-16, 18-58, 60-78, 80-86	58

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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
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	Allen County Community College 1801 N. Cottonwood Iola, Kansas 66749 Phone : (620) 365-5116 Url : www.allencc.edu/web/service/work/work.htm Email : bswinney@allencc.edu Fax : (620) 365-7406 Bill Swinney	N	0
3	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
4	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
5	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Bethel College 300 E. 27th St. - Fine Arts Ctr. North Newton, Kansas 67117 Phone : (316) 284-5271 Url : www.bethelks.edu/academics/commarts/ Email : cecrouse-dick@bethelks.edu Fax : 316-284-5286 Christine Crouse-Dick	N	0
7	Brown Mackie College 2106 S. 9th St. Salina, Kansas 67401 Phone : (888) 242-2971 Url : www.bmcaec.com Fax : (785) 827-7623 Director of Placement	N	0
8	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
9	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
10	Coffeyville Community College 400 West 11th Coffeyville, Kansas 67337 Phone : (620) 251-7700 Url : www.ccc.cc.ks.us/academics/programs/commbroad.htm Email : billyd@coffeyville.edu Fax : (620) 252-7098 Billy Durham	N	0

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11	Colby Community College 1255 S. Range Ave. Colby, Kansas 67701 Phone : (785) 462-3984 Url : www.colbycc.edu Email : rod@colbycc.edu Fax : 1-785-460-4699 Rod Thomasson	N	0
12	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Fax : 1-785-460-4691 Leisa Hansen	N	0
13	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
14	Eagle Communications Careers Website 2703 Hall St Suite 15 Hays, Kansas 67601 Phone : 785.625.4000 Url : www.eaglecom.net Email : eaglehr@eaglecom.net Shannon Ellenberger	N	0
15	Eagle Communications KJCK Website P.O. Box 789 Junction City, Kansas 66441 Phone : 785-762-5525 Url : www.kjck.com Email : mark.ediger@eagleradio.net Mark Ediger	N	0

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16	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
17	Employee Referral	N	1
18	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
19	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
20	Friends University 2100 W. University St Wichita, Kansas 67213 Phone : 316-295-5000 Fax : 1-316-295-5010 Donna Barkley	N	0
21	Ft. 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 Daniel B.	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
22	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@gccc.ks.edu Ryan J.	N	0
23	Garden City Community College 801 Campus Drive Garden City, Kansas 67846 Phone : (620) 276-9500 Email : laura.york@gccc.ks.edu Laura York	N	0
24	Garden City Community College 801 Campus Dr Saffell Library Garden City, Kansas 67846 Phone : 620-275-3243 Email : colin.lamb@gccc.ks.edu Colin Lamb	N	0
25	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
26	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
27	Indeed 2703 Hall St Suite 15 Hays, Kansas 67601 Url : www.indeed.com Email : sellenberger@eaglecom.net Shannon Ellenberger	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
28	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
29	Iowa Tribe of Kansas and Nebraska Route 1 Box 58A White Cloud, Kansas 66094 Phone : (785) 595-3258 Fax : (785) 595-6610 Director of Placement	N	0
30	JC Post 1030 Southwind St Junction City, Kansas 66441 Url : www.jcpost.com Email : scott.olesky@eagleradio.net Scott Olesky	N	0
31	Junction City Workforce Center 1012 W 6th St, Suite A Junction City, Kansas 66441 Phone : (785) 762-8870 Url : www.workforcecenters.com/junctioncity/ Fax : (785) 762-3078 David Brennan	N	0
32	Junction City Workforce Center 1012 W 6th St Junction City, Kansas 66441 Phone : 785-762-8870 Email : jbrunner@kansascommerce.com Jo Brunner	N	0
33	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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34	Kansas City Community College 7250 State Avenue Kansas City, Kansas 66112 Phone : (913) 288-7644 Url : www.kckcc.edu/cc/employers.psp Email : lwyatt@toto.net Fax : 1-913-288-7624 Linda Wyatt	N	0
35	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
36	Kansas State Career and Employment Services 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-1689 Email : jobs@ksu.edu Debbie Owens	N	0
37	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-1691 Email : mba@mbaweb.org Fax : 1-785-532-6802 Kerri Keller	N	0
38	Kansas State University 105 Kedzie Hall Manhattan, Kansas 66506 Phone : (785) 532-6890 Url : www.jmc.ksu.edu/employers/ Fax : 1-785-532-5484 Dr. Steven Smethers	N	0
39	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : (785) 532-1681 Url : www.ksu.edu/ces/employerintro/html Email : ces@ksu.edu Fax : 1-785-532-6802 Debbie Owens	N	0

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40	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-6506 Fax : 1-785-532-6802 Kerri Day Keller	N	0
41	Kansas Wesleyan University 100 E. Claflin Ave - Pioneer Hall Rm 160 Salina, Kansas 67401 Phone : (785) 827-5541 Url : www.kwu.edu/campuslife/careerservices.htm Email : bevcobb@kwu.edu Director of Placement NA	N	0
42	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
43	Kickapoo Tribe of Kansas P.O. Box 271 Horton, Kansas 66349 Phone : (877) 864-2746 Url : www.kiikaapoa.com Fax : (785) 486-2801 Director of Placement	N	0
44	KSU College of Technology and Aviation 2310 Centennial Road Salina, Kansas 67401 Phone : (785) 826-2623 Url : www.sal.ksu.edu/student-services/careerservices/ Fax : (785) 826-2948 Lucy Crowell	N	0
45	KU Journalism Department The University of Kansas Lawrence, Kansas 66045 Email : reinardy@ku.edu Scott Reinardy	N	0

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46	Lawrence Workforce Center 2540 Iowa Street, Suite R Lawrence, Kansas 66046 Phone : (785) 840-9675 Url : www.workforcecenters.com/lawrence/ Fax : 1-785-865-5465 David Brennan	N	0
47	Leavenworth Workforce Development Center 515 Limit Street, Suite 200 Leavenworth, Kansas 66048 Phone : (913) 682-4152 Email : dmsutter@hr.state.ks.us Fax : 1-913-682-1804 Dennis Sutter	N	0
48	Manhattan Area Technical College 3136 Dickens Ave Manhattan, Kansas 66506 Phone : 785-587-2800 Fax : 1-785-587-2804 Kim Aickhaefer	N	0
49	Manhattan Mercury Classified Advertising Department 318 N 5th Manhattan, Kansas 665002 Phone : 785-776-8808 Email : classdisplay@themercury.com Jemie Wataha	N	0
50	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
51	McPherson College PO Box 1402 McPherson, Kansas 67470 Phone : 800-365-7402 Fax : 1-620-241-8443 Kris Wiens	N	0

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52	Mid-America Nazarene University Campus Center - 2030 E. College Way Olathe, Kansas 66062 Phone : 913-971-3540 Url : www.mnu.edu/career/ Email : bbatten@mnu.edu Billie Batten	N	0
53	Missouri School of Journalism, Career Services 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : WillisB@missouri.edu Barbara Willis	N	0
54	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
55	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
56	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
57	North Central Kansas Technical College PO Box 507 Beloit, Kansas 67420 Phone : 800-658-4655 Fax : 1-785-738-2903 Bobette Roesti	N	0
58	On Air Recruitment Ad	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
59	Ottawa University 1001 South Cedar Street Ottawa, Kansas 66067 Phone : 785-242-5200 Email : mba@mbaweb.org Fax : 1-785-229-1017 Susan Webb	N	0
60	Overland Park Workforce Development Center 8417 Santa Fe Drive, Suite 100 Overland Park, Kansas 66212 Phone : (913) 642-8484 Email : lmwood@hr.state.ks.us Fax : 1-913-642-7260 Lavera M.	N	0
61	Pittsburg One-Stop Center 105 W. Euclid Pittsburg, Kansas 66762 Phone : (620) 231-4250 Email : jdewing@hr.state.ks.us Fax : (620) 231-6448 Doug Ewing	N	0
62	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
63	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
64	Regional Workforce Center 120 W Ash PO Box 586 Salina, Kansas 67401 Phone : (785) 827-9301 Url : www.salinakansas.org/RWC/workforce_2000.htm Email : lsloan@informatics.net Fax : (785) 827-9758 Lynda K.	N	0

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65	Regional Workforce Center 120 W. Ash Salina, Kansas 67401 Phone : 785-827-9301 Fax : 1-785-827-9758 Maureen Toll	N	0
66	Sac and Fox Nation of Missouri R.R. 1 Box 60 Reserve, Kansas 66434 Phone : (785) 742-7471 Fax : (785) 742-3785 Director of Placement	N	0
67	Salina Post 1825 South Ohio Salina, Kansas 67401 Url : www.salinapost.com Email : mm@salinapost.com Matt Moody	Y	0
68	Salina Workforce Center 203 N. 10th Salina, Kansas 67401 Phone : 785-827-0385 Fax : 1-785-827-2307 Russ Sharff	N	0
69	Tabor College 400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3121 Email : mba@mbaweb.org Fax : 1-620-947-2607 Daryl Baltzer	N	0
70	The Association for Women in Communications Kansas City, Kansas Phone : (913) 248-8458 Url : www.kcwomcom.org Email : lacruse@sbcglobal.net Linda Cruse	N	0
71	The Collegian 103 Kedzie Hall Manhattan, Kansas 66506 Email : classifieds@kstatecollegian.com Fax : 1-785-532-6555 Darrington Clark	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
72	Topeka Workforce Center 1430 SW Topeka Blvd Topeka, Kansas 66612 Phone : (785) 235-5627 Url : www.workforcecenters.com/topeka/ Fax : (785) 233-5899 David Brennan	N	0
73	University of Kansas 210 Stauffer-Flint 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : (785) 864-7648 Url : www.ku.edu/~jschool/careers/careers.shtml Email : pnoland@ku.edu Patty Noland	N	0
74	University of Kansas 210 Stauffer-Flint 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-3624 Fax : 1-785-864-4572 David Gaston	N	0
75	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
76	University of Saint Mary 4100 South 4th Street Leavenworth, Kansas 66048 Phone : 913-758-6142 Email : mba@mbaweb.org Fax : 1-913-758-6313 Priscilla McLean	N	0
77	University of Saint Mary 4100 S. 4th St. - Berchmans Hall Rm 113 Leavenworth, Kansas 66048 Phone : (913) 758-6142 Url : www.stmary.edu/stulife/career/htm Email : dales@stmary.edu Fax : 1-913-758-6297 Sandi Dale	N	0

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78	University of St. Mary 4100 S 4th ST Leavenworth, Kansas 66048 Phone : 913-758-6145 Email : kelly.stark@stmary.edu Kelly Stark	Y	0
79	Unknown (source not adequately identified upon inquiry by SEU)	N	2
80	VA Eastern Kansas Health Care System 220 Gage Boulevard Topeka, Kansas 66622 Phone : 785-350-3111 Email : james.sowell@va.gov James Sowell	Y	0
81	Washburn University 1700 SW College 122 Morgan Hall Topeka, Kansas 66621 Phone : 785-231-1010 Email : judy.smith@washburn.edu Fax : 1-785-232-2397 Judy Smith	N	0
82	Washburn University of Topeka 1700 Southwest College Ave. Topeka, Kansas 66621 Phone : 785-231-1010 Email : career-services@washburn.edu Fax : 1-785-232-2397 Career Services	N	0
83	Western Kansas One Stop Workforce Development Center 801 Campus Drive Garden City, Kansas 67846 Phone : (620) 275-3223 Email : deb.parker@gcccks.edu Fax : (620) 276-9523 Deb Parker	N	0
84	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

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85	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-3435 Email : career.services@wichita.edu Fax : 1-316-978-3511 Jill Pletcher	N	0
86	Workforce Development Center 1300 N Plum Hutchinson, Kansas 67501 Phone : (620) 665-3559 Url : www.hutchcc.edu/bandi/wdc_index.htm Email : robertsk@hutchcc.edu Fax : (620) 728-8161 Kathy Roberts	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/3/2015	Establishment of an intern program designed to assist members of the community	<p>Our stations periodically host interns. They are taught the basics of operations.</p> <p>Participant is introduced to the basics of broadcasting including production and live on-air spots.</p> <p>During this reporting period or SEU hosted one student from Kansas Wesleyan University who was overseen by our Operations Manager. The intern received credit hours toward her field of study from Kansas Wesleyan.</p>	2	Operations Manager Part-time programming
2	2/25/2015	Participation in Job Fairs	<p>On February 25th, 2015 the station Sales Manager and Web Project Manager participated in the Business and Hospitality Career Fair at Kansas State University in Manhattan, KS. The purpose of the event was to benefit students in their professional development and goals and visit with them about potential internships and job opportunities within our company.</p>	2	Sales Manager Web Project Manager
3	3/10/2015	Participation in Job Fairs	<p>On March 10th, 2015 the stations participated in K-States Networking Night at the Student Union on the campus of KSU. The purpose of the event was to benefit KSU students in their professional development and goals. Station participants included the sales manager and a sales representative.</p>	2	Sales Manager Sales Representative
4	3/11/2015	Participation in events or programs sponsored by educational institutions	<p>On March 11th, 2015, our stations hosted a table at Kansas Wesleyan University's Annual Business and Etiquette Dinner at Martinelli's Little Italy in Salina, KS. Station personnel visited with four students seated at our table about proper interviewing techniques and offered other advice that could benefit them as they pursue careers in their respected fields. The stations sales manager attended this event.</p>	2	General Manager Contract Sales

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5	4/7/2015	Participation in events or programs sponsored by educational institutions	On April 7th, 2015, the stations general manager attended The KAB Student Career Fair at The Ramada Inn in Topeka, Kansas. The purpose of the event was to benefit broadcasting students in their professional development and goals.	1	General Manager
6	5/20/2015	Participation in events or programs sponsored by educational institutions	On May 20th, 2015, our stations attended Career Day at Herington High School in Herington, Kansas. The purpose of the event was to introduce and expose our industry to high school students considering college and careers. Station participants included the program director.	1	Program Director