

KHMY(FM), KHUT(FM), KWBW(AM)
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
Marketing Consultant	1, 3-4, 6-7, 9, 11, 13-15, 19-20, 22	11
News Reporter	1-10, 12-22	5

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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	Baker University 618 8th Street Baldwin City, Kansas Phone : 785-594-8435 Gary Handy Manual Posting	N	0
3	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 7853012552 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Shai Harrison	N	0
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	Employee Referral	N	2
6	Emporia State University 1 Kellogg Circle Emporia, Kansas 66801 Email : career@emporia.edu Fax : 1-620-341-5168 June Coleman	N	0
7	Fort Hays State University 600 Park St. - Rm 214 Sheridan Hall HAYS, Kansas 67601 Phone : 785-628-4260 Url : www.fhsu.edu/career Daniel Rice Manual Posting	N	0

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8	Friends University 2100 W University Ave. Wichita, Kansas Phone : 3162955885 Carlene Crist Manual Posting	N	0
9	Hutchinson Community College 1300 North Plum Hutchinson, Kansas 67501 Phone : 6206653377 Email : worthamm@hutchcc.edu Fax : 1-620-728-8155 Michelle Wortham	N	0
10	Indeed Website 6433 Champion Grandview Way Austin, Texas Url : www.indeed.com Shai Harrison Manual Posting	N	0
11	Indeed.com - Not Directly Contacted by SEU	N	2
12	JournalismJobs.com unlisted San Francisco, California Url : www.journalismjobs.com Ron Fields Manual Posting	N	0
13	Kansas Association of Broadcasters 214 SW 6th Avenue #300 Topeka, Kansas 66603 Phone : 7852351307 Url : kab.net Email : judy@kab.net Allison Mazzei	N	0
14	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785.532.6506 Url : http://www.k-state.edu/ces/ Linda Diehl Manual Posting	N	0

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15	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
16	McPherson College 1600 E Euclid Street McPherson, Kansas Amy Beckman Manual Posting	N	0
17	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 5736366692 Url : mbaweb.org Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	0
18	Nebraska Broadcasters Association 11414 W Center Rd Suite 342 Omaha, Nebraska 68144 Phone : 4029335995 Url : https://ne-ba.org/ Email : jim@ne-ba.org Jim Timm	N	0
19	Washburn University 1700 SW College Avenue Topeka, Kansas 66621 Phone : 785-670-1450 Kent McAnally Manual Posting	N	0
20	Wichita State University 1845 Fairmount Wichita, Kansas 67601 Phone : (316) 978-6831 Karen Gillenwater Manual Posting	N	0
21	Word of Mouth Referral	N	1

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22	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:			5

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/7/2022	Sponsorship of events in the community designed to increase public awareness	In response to the needs of local industry to grow the talent pipeline in Reno County, Greater Hutch collaborated with businesses to launch a new workforce development program called Career Quest. The SEU participated in the event on March 7, 2022 and hosted members of the 6th Grade Class from McCandless Elementary. The class spent 3 hours in the morning at the SEU learning about the different jobs within broadcasting.	4	General Manager Digital Manager Operations Manager On-Air Personality
2	3/11/2022	Establishment of training programs for station personnel	The SEU put its Digital Marketing Manager 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 Digital Marketing Manager
3	4/7/2022	Participation in events or programs sponsored by educational institutions	The SEU had an employee and representative of the company lead round table discussions hosted by the Kansas Association of Broadcasters at the University of Kansas on April 7, 2022. The station employees helped answer questions that students in sports journalism and broadcasting had, as well as had discussions about their particular field and opportunities in sports journalism and sports broadcasting.	1	News Director

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4	4/26/2022	Hosting of Job Fair	The SEU hosted an EAGLE Soar Hire Job Fair on Tuesday, April 26th, from 9am - 3pm at the Uptown Hutchinson Mall. There were twenty-two Vendor Booths and two food trucks present. There was a Free Gas Card giveaway to help draw job seekers to the event. The SEU planned and implemented the job fair, and also hosted a booth and gave out materials about working at the station, listing the company website in case anyone was interested in moving to another market. To broadcast the event, information was broadcasted over all 3 radio stations.	4	General Manager Programmer Program Director Digital Manager
5	5/20/2022	Establishment of training programs for station personnel	The SEU put one of its new 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
6	8/19/2022	Establishment of training programs for station personnel	The SEU put two of its new 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.	3	Chief Revenue Officer Marketing Consultant Marketing Consultant

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7	10/26/2022	Establishment of an intern program designed to assist members of the community	Beginning August 2022 and ending October 2022, our SEU hosted an intern from Hutchinson Community College. The intern worked closely with SEU staff to learn the "behind-the-scenes" functioning of broadcasting. During the internship, they learned about broadcast sales and digital marketing, and worked both on-site and in the community with our Digital Marketing Manager. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	2	General Manager Digital Marketing Manager
8	1/25/2023	Provision of training to management	On January 25, 2023, the SEU's General Manager participated in a training entitled "Discovering Your 'Why' Through DE&I," which was offered at the Rising Above Summit held by P1 Learning. The training covered the importance of Diversity, Equity and Inclusion (DE&I), how DE&I efforts can fit into the SEU's everyday actions to create more inclusive workplaces, and the implementation process.	1	General Manager