

KHMY(FM), KHUT(FM), KWBW(AM)
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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
Account Executive	2-3, 5-11, 13-15, 17-42, 44-45, 47-58, 60-62, 64-73, 75-81	78
News Director	1-12, 14-28, 30-34, 37-44, 46-61, 63-74, 76-81	78

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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	All Access Music Group 24955 Pacific Coast Highway, C303 Malibu, California 90265 Phone : 785-301-2552 Url : www.allaccess.com Cole Grieves Manual Posting	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 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
4	Bartlesville Wesleyan College 2201 Silver Lake Road Bartlesville, Oklahoma 74006 Phone : 918-335-6209 Fax : 1-918-335-6258 Ruthann Colaw	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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6	Benedictine College Room 204 Student Union-1020 N. Second St. Atchison, Kansas 66002 Phone : (913) 360-7578 Url : www2.benedictine.edu/students.asp?pgID=572 Email : bgilmore@benedictine.edu Fax : (913) 367-6178 Director of Placement	N	0
7	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
8	Black Broadcasters Alliance 711 West 40th St. Suite 330 Baltimore, Maryland 21211 Phone : (410) 662-4536 Url : www.thebba.org Email : e-mail@thebba.org Fax : (410) 662-0816 Director of Placement	N	0
9	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Kara Savio	N	0
10	Central Baptist College no listing Conway, Arkansas 72032 Phone : 501-329-6872 Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0

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11	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
12	Cloud County Community College P.O. Box 1002 - 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Url : http://www.cloud.edu/studentservices/careercenter/index.html Email : bhanson@cloud.edu Brenda Hanson	N	0
13	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
14	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
15	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland	N	0

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16	Country Aircheck 914 18th Ave S Nashville, Tennessee 37212 Cole Grieves Manual Posting	N	0
17	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
18	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : www.diversitysearch.com Email : sales@DiversitySearch.com Fax : (503) 221-7780 Director of Placement	N	0
19	Drury College 900 North Benton Ave Springfield, Missouri 65802 Phone : 4178658731 Fax : 1-417-873-7821 Drury College Drury College	N	0
20	Eagle Communications Careers Website 2703 Hall St, Suite 15 Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eaglecom.net/careers Email : eaglehr@eaglecom.net Cole Grieves	N	1
21	Eagle Radio On-air announcements Box 1036 Hutchinson, Kansas 67504 Phone : 620-662-4486 Email : Terry.Drouhard@EagleRadio.net Terry Drouhard	N	0

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22	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
23	Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Ave 11th Floor Washington, District of Columbia 20004 Phone : (202) 637-4494 Url : www.emmabowenfoundation.com Email : phylis.eagle-oldson@corporate.ge.com Fax : (202) 637-4495 Phylis Eagle-Oldson	N	0
24	Emporia State University 1 Kellogg Circle Emporia, Kansas 66801 Email : career@emporia.edu Fax : 1-620-341-5168 June Coleman	N	0
25	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
26	Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self	N	0

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27	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
28	Friends University 2100 W. University St - Casado Campus Ctr Wichita, Kansas 67213 Phone : 316.295.5885 Url : www.friends.edu/CurrentStudents/StudentDevelopment Fax : 1-316-295-5572 Sanya Wiles	N	0
29	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
30	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
31	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0
32	Guadalupe Center 2641 Belleview Kansas City, Missouri 64108 Phone : (816) 561-6885 Url : www.tornadic.com/gci/ Fax : (816) 561-7009 Frances Wallace	N	0

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33	Harding University Main Campus no listing Searcy, Arkansas 72149 Phone : 501-279-4000 Fax : 1-501-279-4600 Harding University Main Campus Harding University Main Campus	N	0
34	Heart of America Indian Center 600 West 39th St. Kansas City, Missouri 64111 Phone : (816) 931-5229 Url : members.aol.com/indianbrav/haic.html Fax : (816) 421-6493 Director of Placement	N	0
35	Hendrix College 1601 Harkrider St Conway, Arkansas 72032 Phone : 501-329-6811 Email : careerservices@hendrix.edu Fax : 1-501-450-1200 Hendrix College Hendrix College	N	0
36	Hispanic Chamber of Commerce of Greater Kansas City 1600 Baltimore Suite 250 Kansas City, Missouri 64108 Phone : (816) 472-6767 Url : www.hispanicchamberofkc.com/jobcenterinfo.asp Email : info@hispanicchamberofkc.com Director of Placement	N	0
37	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

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38	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
39	Hutchinson Community College 1300 North Plum Hutchinson, Kansas 67501 Phone : 6206653377 Email : worthamm@hutchcc.edu Fax : 1-620-728-8155 Michelle Wortham	N	0
40	Indeed.com - Not Directly Contacted by SEU	N	3
41	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
42	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

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43	Johnson County Community College 12345 College Blvd-Student Ctr 252 Box 48 Overland Park, Kansas 66210 Phone : (913) 469-3598 Url : www.jccc.net/home/depts/5301 Email : lcunningham06@jccc.net Fax : 1-913-469-3825 LeAnn Cunningham	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/ Fax : 1-785-532-5484 Dr. Steven Smethers	N	0
46	KansasWorks 512 Market Street Emporia, Kansas 66801 Phone : (620) 342-3355 Email : podell@kansasworks.com Fax : 1-620-342-2806 Patty Odell	N	0
47	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
48	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

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49	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
50	Lincoln University 820 Chestnut Street Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson	N	0
51	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
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 Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Veronica Lowe	N	0
54	Missouri School of Journalism, Career Services 215 A Reynolds Journalism Institute University of Missouri Columbia, Missouri 65211 Phone : 573-884-1909 Url : http://www.journalism.missouri.edu/careers Email : career@missouri.edu Laura Redfield-Jacobs	N	0

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55	Missouri Southern State College 3950 E Newman Rd Joplin, Missouri 64801 Phone : 417-625-9300 Fax : 1-417-625-3121 Missouri Southern State College Missouri Southern State College	N	0
56	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0
57	Newman University 302 Sacred Heart Hall 3100 McCormick Street Wichita, Kansas 67213 Phone : (316) 942-4291 Url : www.newmanu.edu/sss Email : headm@newmanu.edu Fax : 1-316-942-4483 Melody Head	N	0
58	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
59	Northwest Kansas Workforce Network 1301 Pine Hays, Kansas Phone : (785) 628-8201 Email : plashell@kansasworks.com Phyllis Lashell	N	0

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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 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
62	Radio Online Alabama Phone : (806) 352-7503 Url : www.jobs.radio-online.com Fax : (806) 352-3677 Director of Placement	N	0
63	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Cole Grieves Manual Posting	N	0
64	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
65	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : www.sbe.org/jobline.html Email : kjones@sbe.org Fax : (317) 846-9120 Scott Jones	N	0

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66	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : (317) 927-8000 Url : www.spj.org/careers_jobpost.asp Email : questions@spj.org Fax : 1-317-920-4789 Director of Placement	N	0
67	University of Arkansas- Little Rock 2801 S University Ave Little Rock, Arkansas 72204 Phone : 501-569-3000 Fax : 1-501-569-8156 University of Arkansas- Little Rock University of Arkansas - Little Rock	N	0
68	University of Missouri- Columbia no listing Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 University of Missouri- Columbia University of Missouri- Columbia	N	0
69	University of Missouri- Kansas City 5100 Rockhill Rd Kansas City , Missouri 64110 Phone : 816-235-1000 Fax : 1-816-235-1717 University of Missouri- Kansas City University of Missouri- Kansas City	N	0
70	University of Missouri- Rolla no listing Rolla, Missouri 65401 Phone : 573-341-4114 Fax : 1-573-341-6306 University of Missouri- Rolla University of Missouri- Rolla	N	0
71	University of Missouri- St. Louis 8001 Natural Bridge Rd St. Louis, Missouri 63121 Phone : 314-516-5000 Fax : 1-314-516-5378 University of Missouri- St. Louis University of Missouri- St. Louis	N	0

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72	University of Missouri-Kansas City 5100 Rockhill Road Kansas City, Missouri 64110 Phone : 816-235-1228 Fax : 1-816-235-5515 Kelly Limpic	N	0
73	University of the Ozarks 415 College Ave Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu University of the Ozarks University of the Ozarks	N	0
74	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-6900 Fax : 1-314-968-7112 Webster University Webster University	N	0
75	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5226 Fax : 1-573-592-5227 Carl Marriott	N	0
76	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
77	William Woods University no listing Fulton , Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 William Woods University William Woods University	N	0
78	Word of Mouth Referral	N	4

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79	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
80	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
81	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/13/2019	Participation in events sponsored by community groups	On November 13, 2019 the SEU participated in Disability Mentoring Day with the Prairie Independent Living Resource Center and hosted a local resident with an interest in broadcasting. The resident spent four hours at the station with one of the SEU's Program Directors. The resident received a tour of the station, learned about on-air programming, and the workings of the business and sales offices.	1	Program Director
2	1/6/2020	Provision of training to management	In January 2020, one of the SEU's Program Directors participated in a two-week training course titled "Becoming a Great Leader." The Program Director watched 10 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	Program Director