

**EAGLE COMMUNICATIONS, INC.**  
**HAYS, KS**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 – September 30, 2018**

**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 Specialist	1, 5, 7-9, 12-13, 15-16	15
Customer Service Representative	1, 5, 7, 9, 12, 15-16	15
Outside Plant Maintenance Technician	1, 5, 7, 9, 12, 14-15	9
Field Tech Supervisor	1, 5-7, 9-12, 15	11
Digital Media Coordinator	1, 5, 7, 9, 12-13, 15-16	15
Technical Support Representative	1, 5, 7, 9, 12, 15-16	1
Combination Technician	1, 5-7, 9, 12, 15-16	9
Technical Support Representative	1, 5, 7, 9, 12, 15-16	15
Technical Support Representative	1, 5, 7, 9, 12, 15-16	15
Technical Support Representative	1, 5, 7, 9, 12, 15-16	9
Combination Technician	1, 5-7, 9, 12, 15-16	1
Network Operations Technician	1, 5-7, 9, 12, 15-16	15
Customer Service Representative	1, 5-7, 9, 12, 15	7
Network Operations Technician	1, 5-7, 9, 12, 15-16	15
Video Producer	1, 5-7, 9, 12-13, 15-16	15
Director of Eagle Technology Solutions	1, 4-7, 9-12, 15-16	11
Eagle TV Account Executive	1, 3, 5, 7-9, 12, 15	3
Service Technician	1-2, 5, 7, 9-12, 15-16	11
Network Operations Technician	1, 5-7, 9, 12, 15-16	15
Service Technician	1-2, 5, 7, 9-12, 15-16	7
Director of Marketing Solutions	1, 5-7, 9-12, 15-16	11
Network Technician	1, 5-7, 9, 12, 15	9
Network Technician	1, 5-7, 9, 12, 16	7
Technical Support Representative	1, 5-7, 9, 12, 15-16	15
Customer Service Representative	1, 3, 5-7, 9, 12, 15	7
Digital Media Coordinator	1, 5-7, 9, 12, 15-16	15
Operations Analyst & Billing Solutions Manager	1, 4-7, 9-12, 15-16	11

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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	<b>Eagle Communications – Careers Website</b> 2703 Hall Street, Suite 15 Hays, KS 67601 Phone: 785-625-4000 Url: www.eaglecom.net/careers Email: eaglehr@eaglecom.net Contact: Cole Grieves	N	17
2	<b>Eagle Communications – Great Bend On-Air Announcements</b> 1200 Baker St Great Bend, KS 67530 Email: stacie.immenschuh@eagleradio.net Contact: Stacie Immenschuh	N	0
3	<b>Eagle Communications – Hays Post (local news website)</b> 2300 Hall Street Hays, KS 67601 Phone: 785-301-2211 Url: www.hayspost.com Email: rfields@eaglecom.net Contact: Ron Fields	N	1
4	<b>Eagle Communications – Hays Radio On-Air Announcements</b> 2300 Hall Street Hays, KS 67601 Phone: 785-301-2211 Email: kristy.pfeifer@eagleradio.net Contact: Kristy Pfeifer	N	1
5	<b>Eagle Communications – TV Channel 8 On-Air Posting</b> 2300 Hall Street Hays, KS 67601 Phone: 785-625-5910 Email: channel8@eaglecom.net	N	0

<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>
6	<b>Eagle Communications Facebook Page</b> Url: www.facebook.com/eaglecommunications/jobs	N	1
7	<b>Hays Has Jobs</b> ( <i>affiliated with Ellis Co. Coalition for Economic Development</i> ) 2700 Vine Street Hays, KS 67601 Phone: 785-628-3102 Url: www.hayshasjobs.com Email: ernee@haysamerica.net Contact: Ernee Sly	N	11
8	<b>Hire Kansas Talent</b> ( <i>disseminates job postings to 21 Kansas colleges and universities</i> ) Url: www.hirekansastalent.com	N	0
9	<b>Indeed Website</b> Url: www.indeed.com	N	14
10	<b>Internal Posting/Candidate</b>	N	2
11	<b>Internal Transfer/Promotion</b>	N	5
12	<b>KansasWorks</b> ( <i>online job bank and service centers</i> ) 332 E 8 <sup>th</sup> Street Hays, KS 67601 Phone: 785-625-5654 Url: www.kansasworks.com	N	2
13	<b>Unknown Source</b> ( <i>interviewee unable to adequately identify source upon inquiry</i> )	N	3
14	<b>Walk-in/Self-Referral</b>	N	1
15	<b>Western Kansas Jobs</b> Url: www.westernksjobs.com	N	0
16	<b>Word-of-Mouth Referral</b>	N	24
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			82

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Establishment of Training Programs	At the beginning of 2018, the General Manager and Marketing Brand Manager began participating in the company's Leadership 2020 Class facilitated by the CEO and COO. This is a year-long training program designed to cultivate internal relationships, teach and develop new skills, foster a better understanding of Eagle, and ultimately prepare participants for future growth within the company. The class consists of 10 employee-owners and meets bi-monthly at various markets and locations within the company's footprint.
<b>2</b>	Host Job Fair	On November 21, 2017, our CEU co-hosted the Eagle Communications Job Fair in conjunction with Eagle Radio to expose interested individuals to various careers available in the communications industry. The event was advertised via social media and on-air announcements. The General Manager, Director of Converged Media and Talent Development Representative were available to visit with participants and discussed current job openings and the requirements necessary for jobs available in the industry.
<b>3</b>	Participation in events sponsored by educational institutions	On March 6, 2018, the CEU presented to a Fort Hays State University class on social media. During the presentation, our Marketing Specialist and Operations Analyst & Billing System Manger discussed ways and showed examples of how businesses can successfully implement social media marketing strategies.

<p><b>4</b> Host Job Fair</p>	<p>On March 20, 2018, our CEU co-hosted the Eagle Communications Job Fair in conjunction with Eagle Radio to expose interested individuals to various careers available in the communications industry. The event was advertised via social media and on-air announcements. The General Manager and Talent Development Representative were available to visit with participants and discussed current job openings and the requirements necessary for jobs available in the industry.</p>
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