

**KHMY(FM), KHUT(FM), KWBW(AM)****EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-11	10

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<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>
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  Prong 2 Start Date: 2/2/2017	Y	0
2	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
3	Eagle Radio On-air announcements Box 1036 Hutchinson, Kansas 67504 Phone : 620-662-4486 Email : Terry.Drouhard@EagleRadio.net Terry Drouhard	N	0
4	Emporia State University 1 Kellogg Circle Emporia, Kansas 66801 Email : career@emporia.edu Fax : 1-620-341-5168 June Coleman	N	0
5	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
6	Hutchinson Community College 1300 North Plum Hutchinson, Kansas 67501 Phone : 6206653377 Email : worthamm@hutchcc.edu Fax : 1-620-728-8155 Michelle Wortham	N	0

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7	Indeed 2703 Hall St. Suite 15 Hays, Kansas 67601 Phone : 7856254000 Url : www.indeed.com Email : shannonw@eaglecom.net Shannon Wiederholt	N	2
8	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
9	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
10	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	1
11	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/1/2019	Establishment of training programs for station personnel	The SEU created a four-week optional training program for part-time employees to learn skills needed to advance their career in broadcasting. In January 2019, one part-time board operator participated in the program. In the first week, he shadowed one of the SEU's Account Executives and learned about the entire sales process from client contact to writing a commercial and sending to the production department. In the second week, he shadowed the SEU's Program Director and learned the process of taking a written spot and producing it. Traffic was also explained to him. In the third week, the SEU's Program Director and the Operations Manager showed him how music is chosen, scheduled and how the music scheduling software integrates with the SEU's automation system. In the final week, he shadowed the SEU's News Reporter and learned how to collect news items for broadcast and the difference in writing for on-air versus digital.	5	PT Board Operator Program Director Account Executive Operations Manager
2	1/14/2019	Provision of training to management	In January 2019, the SEU's Sales Manager participated in a two-week "Ethics and Values" training course. The Sales Manager watched 10 videos and took an exam after each video, all through Eagle's learning management system, ThinkZoom. The series focused on adhering to an appropriate and effective set of core values and beliefs during both good and bad times, how to act in line with those values, and how to reward the right values while appropriately disapproving of others. Topics covered include discrimination in the workplace and equal employment opportunity hiring.	1	Sales Manager