

**KHOK(FM), KVGB(AM), KVGB-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**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
Production Engineer/Promotions Support	2-7, 9-14, 17-23, 25-39	9
General Manager	1-7, 9-11, 13-14, 16-23, 25-39	9
Marketing Consultant	2-8, 10-11, 13-15, 17-22, 24-39	15
Marketing Consultant	2-8, 10-11, 13-15, 17-22, 24-39	24

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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 - Not Directly Contacted by SEU	N	1
2	Allen County Community College 1801 N. Cottonwood Iola, Kansas 66749 Phone : (620) 365-5116 Url : <a href="http://www.allencc.edu/web/service/work/work.htm">www.allencc.edu/web/service/work/work.htm</a> Email : <a href="mailto:bswinney@allencc.edu">bswinney@allencc.edu</a> Fax : 1-620-365-7406 Bill Swinney	N	0
3	American Broadcasting School 4511 SE 29th St Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : <a href="http://www.radioschool.com">www.radioschool.com</a> Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Michelle McConnell	Y	0
4	Baker University Harter Union PO Box 65 Baldwin City, Kansas 66006 Phone : (785) 594-8382 Url : <a href="http://www.bakeru.edu/cdc/employer.htm">www.bakeru.edu/cdc/employer.htm</a> Email : <a href="mailto:Eva.Durand@bakeru.edu">Eva.Durand@bakeru.edu</a> Fax : 1-785-594-4568 Erica Johnson-Wanzer	N	0
5	Bethel College 300 E. 27th St. - Fine Arts Ctr. North Newton, Kansas 67117 Phone : (316) 284-5271 Url : <a href="http://www.bethelks.edu/academics/commarts/">www.bethelks.edu/academics/commarts/</a> Email : <a href="mailto:cecrouse-dick@bethelks.edu">cecrouse-dick@bethelks.edu</a> Fax : 316-284-5286 Christine Crouse-Dick	N	0
6	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : (785) 462-3984 Url : <a href="http://www.colbycc.edu">www.colbycc.edu</a> Email : <a href="mailto:Leisa.hansen@colbycc.edu">Leisa.hansen@colbycc.edu</a> Fax : 1-785-462-4688 Corey Sorenson	N	0

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7	Cowley County Community College 125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5312 Url : <a href="http://www.cowley.edu/student/career">www.cowley.edu/student/career</a> Fax : (620) 441-5350 Kim Biddle	N	0
8	Current Employee	N	1
9	Current Employee/Internal Promotion	N	2
10	Dodge City Community College 2501 N. 14th Ave. Dodge City, Kansas 67801 Phone : 6202279375 Email : <a href="mailto:emercer@dc3.edu">emercer@dc3.edu</a> Eric Mercer	N	0
11	Douglass Center 901 Yuma Street Manhattan, Kansas 66502 Phone : 785-587-2774 Email : <a href="mailto:nicholsonl@ci.manhattan.ks.us">nicholsonl@ci.manhattan.ks.us</a> Fax : 1-785-587-2727 Larry Nicholson	N	0
12	E-mail Inquiry	N	1
13	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : <a href="http://www.eagleradio.net/careers">www.eagleradio.net/careers</a> Email : <a href="mailto:eaglehr@eagleradio.net">eaglehr@eagleradio.net</a> Fax : 1-785-625-8030 Shai Harrison	N	1
14	El Centro, Inc. Macias-Flores Family Ctr. - 290 S. 10th St. Kansas City, Kansas 66101 Phone : (913) 281-1186 Url : <a href="http://www.elcentroinc.com/english/family_improvement/adu">www.elcentroinc.com/english/family_improvement/adu</a> Email : <a href="mailto:Amartinez@ElCentroInc.com">Amartinez@ElCentroInc.com</a> Fax : (913) 362-8513 Anita Martinez	N	0

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15	Facebook 1 Hacker Way Menlo Park, California 94025 Matt Althouse Manual Posting	N	1
16	Former Employee	N	1
17	Fort Hays State University Heather Hall Hays, Kansas 67601 Phone : 785-628-5365 Url : www.fhsu.edu Email : sjrobson@fhsu.edu Fax : 1-785-628-4075 Scott Robson	N	0
18	Garden City Community College 801 Campus Dr Saffell Library Garden City, Kansas 67846 Phone : 620-275-3243 Email : colin.lamb@gccccks.edu Colin Lamb	N	0
19	Great Bend Work Force Center 1025 Main Great Bend, Kansas 67530 Phone : 620-793-5445 Email : greatbendjobs@kansasworks.com Fax : 1-620-793-3188 Heidi Brittain	Y	0
20	Haskell Indian Nations University Navarre Hall 155 Indian Ave Lawrence, Kansas 66046 Phone : 785-749-8448 Email : mona.franklin@bie.edu Fax : 1-785-832-6654 Mona Franklin	N	0
21	Highland Community College Irvin Hall 606 W. Main Highland, Kansas 66035 Phone : 7854426294 Url : www.highlandcc.edu Email : lmilburn@highlandcc.edu Lindsey Milburn	N	0

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22	Hutchinson Community College 1300 North Plum - Bldg 12 Hutchinson, Kansas 67501 Phone : (620) 665-3433 Url : <a href="http://www.hutchcc.edu/dept/6/CommTech/TelComFr.htm">www.hutchcc.edu/dept/6/CommTech/TelComFr.htm</a> Email : <a href="mailto:tyrellv@hutchcc.edu">tyrellv@hutchcc.edu</a> Fax : 1-620-665-3310 Vance Tyrell	N	0
23	Indeed Website 6433 Champion Grandview Way Austin, Texas Url : <a href="http://www.indeed.com">www.indeed.com</a> Shai Harrison Manual Posting	N	0
24	Indeed.com - Not Directly Contacted by SEU	N	1
25	Johnson County Community College 12345 College Blvd-Student Ctr 252 Box 48 Overland Park, Kansas 66210 Phone : (913) 469-3598 Url : <a href="http://www.jccc.net/home/depts/5301">www.jccc.net/home/depts/5301</a> Email : <a href="mailto:lcunningham06@jccc.net">lcunningham06@jccc.net</a> Fax : 1-913-469-3825 LeAnn Cunningham	N	0
26	Junction City Workforce Center 1012 W 6th St, Suite A Junction City, Kansas 66441 Phone : (785) 762-8870 Url : <a href="http://www.workforcecenters.com/junctioncity/">www.workforcecenters.com/junctioncity/</a> Email : <a href="mailto:junctioncityjobs@ks.gov">junctioncityjobs@ks.gov</a> David Brennan	N	0
27	Kansas African-American Affairs Commission Landon State Office Building 900 SW Jackson Street, Room 101 Topeka, Kansas 66612 Phone : (785) 296-4874 Url : <a href="http://www.hr.state.ks.us/kaaa/html/index.html">www.hr.state.ks.us/kaaa/html/index.html</a> Email : <a href="mailto:aaa@hr.state.ks.us">aaa@hr.state.ks.us</a> Fax : 1-785-296-1795 Mildred Edwards	N	0

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28	Kansas Association of Broadcasters 2709 S.W. 29th Street Topeka, Kansas 66614 Phone : 785-235-1307 Email : info@kab.net Fax : 1-785-233-3052 Kent Cornish	Y	0
29	Kansas State University Career Center 148 Berney Family Welcome Center Manhattan , Kansas 66506-3412 Phone : 785-532-1681 Url : www.k-state.edu/careercenter Email : careercenter@k-state.edu Fax : 1-785-532-3696 Debbie Owens	N	0
30	Kansas State University - School of Journalism 105 Kedzie Hall Manhattan, Kansas 66506 KSU Journalism and Mass Communications Manual Posting	N	0
31	KansasWorks 512 Market Street Emporia, Kansas 66801 Phone : (620) 342-3355 Email : podell@kansasworks.com Fax : 1-620-342-2806 Patty Odell	N	0
32	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
33	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

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34	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
35	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
36	University of Kansas 210 Stauffer-Flint 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-3624 Email : nplotnikov@ku.edu Natalia Plotnikov	N	1
37	University of Kansas School of Mass Communications 200 Stauffer - Flint Hall Lawrence, Kansas, Kansas 66045-2350 Phone : 785-864-4755 Email : pnoland@ku.edu Fax : 1-785-864-5318 Patty Noland	N	0
38	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-3435 Jill Pletcher Manual Posting	N	0
39	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

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<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</b>



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## III. RECRUITMENT INITIATIVES

	<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	2/16/2023	Provision of training to management	On February 16, 2023, the SEU's General Manager participated in an EEO training hosted by speaker David Oxenford from the Wilkinson Barker Knauer law firm. The webinar was sponsored by the Kansas Association of Broadcasters. The training covered and reviewed all of the FCC's EEO obligations and how the SEU can meet the obligations to stay out of trouble with the FCC, as well as what is in store for future FCC EEO compliance obligations.	1	General Manager
2	8/17/2023	Participation in Job Fairs	The SEU participated in the 8th Annual Great Bend Business Showcase. Our SEU was one of many businesses that participated in the event on August 17, 2023. The event was hosted by the Great Bend Chamber of Commerce, in partnership with USD 428. Each participant had the opportunity to showcase their products, services and current job openings from 8:30am to 10:30am where the event was open to 700+ attendees. The SEU showcased their open Marketing Consultant position at the event.	3	General Manager Marketing Consultant Marketing Consultant
3	1/1/2024	Establishment of training programs for station personnel	At the end of 2023, one of our Marketing Consultants trained and was coached in preparation to take on a greater leadership role in our SEU as the market General Manager. The training program included four coaching sessions to help increase engagement, better collaboration, provide greater agility and proactive solutions and best practice sharing. The training included online assessments that showed personal strengths important to effective leadership, leadership under stress behavior, and personal motives and values that drive culture of the workplace. With the coaching the Marketing Consultant can effectively take over their new role of General Manager of the SEU.	1	Marketing Consultant/General Manager