

KHMY(FM), KHUT(FM), KWBW(AM)
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

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 |
|----------------------|--|-------------------------------|
| Office Manager | 1-6, 8-16, 20, 22 | 5 |
| News Director | 1-4, 6-18, 20-22 | 21 |
| Marketing Consultant | 1-4, 6, 8-16, 19-22 | 21 |

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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 | Butler Community College 901 SW Haverhill Road El Dorado, Kansas Phone : 3163223294 Aletra Chaney-Profit Manual Posting | N | 0 |
| 4 | Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 7853012552 Url : www.eaglemedia.com/careers Email : eaglehr@eagleradio.net Shai Harrison | N | 0 |
| 5 | Eagle Radio On-Air Announcements (1 or more SEU stations) 825 N Main Hutchinson, Kansas 67501 Phone : 620-662-4486 Matt Althouse Manual Posting | N | 1 |
| 6 | Emporia State University 1 Kellogg Circle Emporia, Kansas 66801 Email : career@emporia.edu Fax : 1-620-341-5168 June Coleman | N | 0 |

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|------------------|--|--|---|
| 7 | Facebook 1 Hacker Way Menlo Park, California 94025 Matt Althouse Manual Posting | N | 0 |
| 8 | 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 |
| 9 | Friends University 2100 W University Ave. Wichita, Kansas Phone : 3162955885 Carlene Crist Manual Posting | N | 0 |
| 10 | Hutchinson Community College 1300 North Plum Hutchinson, Kansas 67501 Phone : 6206653377 Email : worthamm@hutchcc.edu Fax : 1-620-728-8155 Michelle Wortham | N | 0 |
| 11 | Indeed.com - Not Directly Contacted by SEU | N | 5 |
| 12 | 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 |
| 13 | 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 |

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|------------------|---|--|---|
| 14 | McPherson College 1600 E Euclid Street McPherson, Kansas Amy Beckman Manual Posting | N | 0 |
| 15 | Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 5736366692 Url : mbaweb.org Email : tstutheit@missouribroadcasters.org Fax : 1-573-634-8258 Terri Stutheit | N | 0 |
| 16 | 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 |
| 17 | Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Phone : 7853012552 Url : www.radio-online.com Shai Harrison Manual Posting | N | 0 |
| 18 | RadioInsight https://radioinsight.com/ Sayreville, New Jersey Lance Venta Manual Posting | N | 0 |
| 19 | Unknown (source not adequately identified upon inquiry by SEU) | N | 1 |
| 20 | Washburn University 1700 SW College Avenue Topeka, Kansas 66621 Phone : 785-670-1450 Kent McAnally Manual Posting | N | 0 |
| 21 | Word of Mouth Referral | N | 2 |

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|--|---|--|---|
| 22 | www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 9 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|-------------------------------------|--|
| 1 | 5/7/2024 | Participation in events or programs sponsored by educational institutions | The General Manager, Digital Director, Operations Director and KHMY Program Director of the SEU gave station tours to a group of 10 middle school students from Reno Valley – USD 309. Each employee covered various aspects of the radio industry, including career specific information regarding sports broadcasting, digital media, programming and management. | 4 | General Manager Operations Manager Digital Director Program Director |
| 2 | 10/1/2024 | Participation in events or programs sponsored by educational institutions | The SEU hosted a local student for a job shadow. The student shadowed various roles in the station, such as the Program Director, Operations Manager, General Manager, News Director and Sports Broadcaster. The student had the opportunity to watch production work and learn about the radio station operations, including sitting in on a sales meeting and experiencing an employee ownership event. The student had specific interviews scheduled for the day to understand more about the broadcasting industry. | 5 | Program Director Operations Manager General Manager News Director Sports Broadcaster |
| 3 | 10/7/2024 | Provision of training to management | On August 14, 2024 the SEU's General Manager participated in a training titled "Discussions on Diversity, Equity and Inclusion". The training covered the importance of Diversity, Equity and Inclusion (DEI) and how DEI efforts can fit into the SEU's everyday actions by taking the good intentions of DEI and impact their long-term viability and growth. The training addressed how DEI initiatives affect workplace culture for good or bad, as well as how outside dynamics (politics, fatigue, etc.) affect the goals of DEI, especially in the workplace. | 1 | General Manager |

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| 4 | 10/24/2024 | Participation in events or programs sponsored by educational institutions | The SEU had their General Manager and Program Director as featured speakers for a Management Forum on October 24, 2024 at Hutchinson Community College. The event allowed students to learn how to manage businesses or other organizations effectively, ethically and efficiently. The event helped prepare students for success in almost any management career desired, to advance within an established organization, or to launch their own venue. The station employees helped answer questions that students had regarding the radio industry and how they entered their specific careers, as well as any questions related to business management. | 2 | General Manager Program Director |
| 5 | 11/6/2024 | Participation in events or programs sponsored by educational institutions | The SEU hosted a station tour for six freshman that were attending Hutchinson Community College on November 6, 2025. The tour covered the KHUT, KHMY and KWBW studios, and included conversations with station participants regarding various job opportunities in broadcasting and digital media. Station participants included the SEU's Operations Manager, Program Director, News Director and Sports Broadcaster. | 4 | Operations Manager Program Director News Director Sports Broadcaster |
| 6 | 11/19/2024 | Participation in events or programs sponsored by educational institutions | The SEU hosted a local high school student from USD 375 for a job shadow. The student shadowed various roles in the station, such as the Program Director, Operations Manager, General Manager, News Director and Sports Broadcaster. The student had the opportunity to watch production work and learn about the radio station operations, including sitting in on a sales meeting. | 5 | General Manager Operations Manager Program Director News Director Sports Broadcaster |