

KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(FM)
EEO PUBLIC FILE REPORT
February 1, 2025 - January 31, 2026

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 Consultant	1-49	47

KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(FM)**EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AFRICAN-AMERICAN FAMILY PRESERVATION 1631 E. 17TH WICHITA, Kansas 67202 Phone : 316-269-0488 Fax : 1-316-269-2744 JENNIFER JONES	N	0
2	Allen County Community College 1801 N. Cottonwood Iola, Kansas 66749 Phone : (620) 365-5116 Email : bilderback@allenc.edu Fax : 1-620-365-7406 Rebecca Bilderback	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	Baker University P.O. Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : www.bakeru.edu Email : susan.wade@bakeru.edu Susan Wade	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	Bott Radio Network 10550 Barkley Suite 100 Overland Park, Kansas 66212 Phone : 913-642-7770 Url : www.bottradiationetwork.com Email : kccv@bottradiationetwork.com Fax : 1-913-642-2424 Sam Rinearson	N	0
7	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
8	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Email : leisa.hansen@colbycc.edu Leisa Hansen	N	0
9	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
10	Donnelly College 608 N. 18th Kansas City, Kansas 66102 Phone : 913-621-8780 Email : ytelep@donnelly.edu Fax : 1-913-621-0354 Yvonne Telep	N	0

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11	Douglass Center 901 Yuma Street Manhattan, Kansas 66502 Phone : 785-587-2774 Email : nicholsonl@ci.manhattan.ks.us Fax : 1-785-587-2727 Larry Nicholson	N	0
12	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eaglemedia.com/careers Email : eaglehr@eagleradio.net Shai Harrison	N	0
13	Eagle Radio of Hays On Air Announcements (1 or more SEU stations) Eagle Radio of Hays Hays, Kansas Phone : 785-625-2578 Dustin Armbruster Manual Posting	N	0
14	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
15	Flint Hills Job Corps 4620 Eureka Dr. Manhattan , Kansas 66502 Phone : (785) 537-7222 Email : business@jobcorps.gov Fax : 1-785-537-9517 Flint Hills Job Corps	N	0

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16	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
17	Fort Hays State University 600 Park St. - Rm 214 Sheridan Hall Hays, Kansas 67601 Phone : 785-628-4260 Url : www.fhsu.edu/career Daniel B Manual Posting	N	0
18	Fort Hays State University Department of Communications Heather Hall Hays, Kansas 67601 Phone : 785-628-5365 Email : sjrobson@fhsu.edu Fax : 1-785-628-4075 Scott Robson	N	0
19	Friends University 2100 W. University St - Casado Campus Ctr Wichita, Kansas 67213 Phone : (316) 295-5636 Url : www.collegecentral.com/friends Email : career@friends.edu Fax : 1-316-295-5572 Friends University Job Placement	N	0
20	Garden City Community College 801 Campus Dr Saffell Library Garden City, Kansas 67846 Phone : 620-275-3243 Email : colin.lamb@gcccks.edu Colin Lamb	N	0
21	Garden City Community College - Student Services 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 Ruda	N	0

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22	Hutchinson Community College - Student Services 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
23	Indeed.com - Not Directly Contacted by SEU	N	3
24	Johnson County Workforce Center 9221 Quivira Road Overland Park, Kansas 66215 Phone : (913) 577-5900 Email : overlandparkjobs@kansasworks.com Fax : 1-913-642-7260 Johnson County Workforce Center	N	0
25	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
26	Kansas University University Career & Employment Services 1601 Irving Hill Rd, 110 Burge Union Lawrence, Kansas 66045 Phone : 785.864.7672 Url : http://www.ku.edu/~uces/ Email : kucareer@ku.edu KU Career Services	N	0
27	Kansas Wesleyan University 100 E. Claflin Ave - Pioneer Hall Rm 160 Salina, Kansas 67401 Phone : (785) 827-5541 Url : http://www.kwu.edu/current-students/student-development/career-center Email : bridget@kwu.edu Bridget NA	N	0

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28	KANSASWORKS Dodge City 2308 1st Avenue Dodge City, Kansas 67801 Phone : 620-227-2149 Email : dodgecityjobs@kansasworks.com Fax : 1-620-227-9667 KANSASWORKS Dodge City	N	0
29	KANSASWORKS Emporia 1622 Industrial Road, Suite 15 Emporia, Kansas 66801 Phone : 620-342-3355 Email : emporiajobs@kansasworks.com Fax : 1-620-342-2806 KANSASWORKS Emporia	N	0
30	KANSASWORKS Garden City 107 E. Spruce St. Garden City, Kansas 67846 Phone : 620-276-2339 Email : gardencityjobs@kansasworks.com Fax : 1-620-276-7306 KANSASWORKS Garden City	N	0
31	KANSASWORKS Great Bend 1025 Main Great Bend, Kansas 67530 Phone : 620-793-5445 Email : greatbendjobs@kansasworks.com Fax : 1-620-793-3188 KANSASWORKS Great Bend	N	0
32	KANSASWORKS Hays 332 E. 8th St. Hays, Kansas 67601 Phone : 785-625-5654 Email : haysjobs@kansasworks.com Fax : 1-785-625-0092 KANSASWORKS Hays	Y	0

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33	KANSASWORKS Hutchinson 609 E. 14th Ave. Hutchinson, Kansas 67501 Phone : (620) 665-3559 Url : https://www.kansasworks.com/ada/skillmatch/skl_workforcecenter.cfm?ofiid=6101 Email : celeste.coonrod@ks.gov Fax : 1-620-728-8161 KANSASWORKS Hutchinson	Y	0
34	KANSASWORKS Independence 200 Arco Place, Suite 101 Independence, Kansas 67301 Phone : (620) 332-0594 Email : independencejobs@kansasworks.com Fax : 1-620-331-0856 KANSASWORKS Independence	N	0
35	KANSASWorks Salina 203 N. 10th Street SALINA, Kansas 67401 Phone : 785-827-0385 Email : salinajobs@kansasworks.com Fax : 1-785-827-2307 KANSASWORKS Salina	N	0
36	Leavenworth County Workforce Center 515 Limit Street, Suite 200 Leavenworth, Kansas 66048 Phone : 913-651-1800 Email : leavenworthjobs@kansasworks.com Fax : 1-913-682-1804 Leavenworth County Workforce Center	N	0
37	Manhattan Area Technical College 3136 Dickens Ave Manhattan, Kansas 66506 Phone : 785-587-2800 Fax : 1-785-587-2804 Kim Aickhaefer	N	0

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38	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
39	Newman University 3100 McCormick Ave. - Admin Bldg Rm 302 Wichita, Kansas 67213 Phone : (316) 942-4291 Url : www.newmanu.edu/ss Fax : (316) 942-4483 Susan Miller	N	0
40	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
41	Pittsburg Job Service Center 105 W. Euclid Pittsburg, Kansas 66762 Phone : 620-231-4250 Email : pittsburgjobs@kansasworks.com Fax : 1-620-231-6448 Pittsburg Workforce	N	0
42	Topeka Workforce Center 1430 SW Topeka Blvd Topeka, Kansas 66612 Phone : (785) 235-5627 Email : topekajobs@kansasworks.com Fax : 1-785-233-5899 Topeka Workforce Center	N	0

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43	University of Kansas 2066 Dole Center Lawrence, Kansas 66045 Phone : (785) 864-0608 Url : http://www.ukans.edu Email : utsler@ku.edu Fax : 1-785-864-0614 Max Utsler	N	0
44	University of Kansas School of Mass Communications 1435 Jayhawk Boulevard Stauffer-Flint Hall, Room 120 Lawrence, Kansas, Kansas 66045-2350 Phone : 785-864-7630 Email : steve_rottinghaus@ku.edu Fax : 1-785-864-5318 Steve Rottinghaus	N	0
45	Washburn University 1700 SW College, 137 Morgan Hall Topeka, Kansas 66621 Phone : 785-670-1450 Url : http://www.washburn.edu/current-students/career-services/index.html Ronna Rees Manual Posting	N	0
46	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : (316) 978-6831 Url : http://www.HireKansasTalent.com Email : career.services@wichita.edu Fax : 1-316-978-3511 Karen Gillenwater	N	0
47	Word of Mouth Referral	N	1
48	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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49	Wyandotte County Workforce Center 626 Minnesota Avenue Kansas City, Kansas 66101 Phone : (913) 279-2600 Email : kansascityjobs@kansasworks.com Fax : 1-913-342-9676 Wyandotte County Workforce Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/17/2025	Establishment of training programs for station personnel	The SEU put one of its Marketing Consultants through a 7-week training program called P1 Plus, covering a number of broadcasting topics and skillsets. Participants watch more than 50 online video courses and take an exam at the end of each course. There are weekly calls with course instructors and weekly status updates that are sent to the participant's manager. Participants learn about topics such as advanced sales techniques and broadcast and digital sales, which will in turn will help them advance their career in the company.	1	Chief Revenue Officer Marketing Consultant
2	5/5/2025	Participation in events or programs sponsored by educational institutions	On May 5, 2025, the SEU's News Editor and Operations Manager participated in a Career Technical Education (CTE) Advisory Committee Meeting for Hays High School. The SEU participants worked together with the other members of the Advisory Committee to plan the career pathways program for broadcasting and the journalism student curriculum, with a focus on the skills students need to have to enter the professional world and opportunities for careers and internships in broadcasting.	2	Operations Manager News Editor
3	8/6/2025	Provision of training to management	On August 6-7, 2025, the SEU's News Editor attended a management training seminar entitled "RAB Leadership Masterclass," which was offered by the Kansas Association of Broadcasters in Wichita, KS. The training was prepared and presented by Jeff Schmidt of the RAB. The program focused on leadership development, team management, recruitment, and communication strategies designed to enhance performance in broadcast operations. Participants engaged in interactive exercises and real-world applications aimed at improving management skills, employee engagement and organizational culture.	1	News Editor

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4	8/28/2025	Participation in Job Fairs	On August 28, 2025, the SEU's General Manager participated in the Fort Hays State University (FHSU) Part-Time Job Fair from 2pm to 4pm. The job fair was specifically for employers interested in hiring for part-time positions. Students had the opportunity to visit about a part-time board operator position for the 2025-2026 sports season. The position was advertised on all of the SEU's radio stations, news platform, and with advertising conducted by the FHSU job fair.	1	General Manager
5	9/2/2025	Establishment of an intern program designed to assist members of the community	Our SEU hosted an intern from Hays High School several days a week during the Fall 2025 semester. The intern worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship the intern observed a variety of announcer duties, contributed to scheduling sports broadcasts, and assisted with various operations and programming responsibilities, such as producing graphics for online use, editing video, as well as producing a show for Friday evening. The intern also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	3	Operations Manager Assistant Sports Director Video Producer
6	10/16/2025	Participation in events or programs sponsored by educational institutions	One of the SEU's Marketing Consultants presented at Colby Community College on October 16, 2025 to the "Principles of Sales" class. The presentation covered their personal experience in sales that spanned over 28 years in the broadcasting industry, along with experience using specific advertising platforms, as well as sales techniques used. Questions were answered regarding the information presented related to broadcast opportunities.	1	Marketing Consultant

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7	10/29/2025	Participation in Job Fairs	The SEU's Operations Manager and News Editor attended the Career Expo on October 29, 2025, hosted by Ellis County Economic Development Committee at Hays High School for 10th through 12th grades. This event featured more than 30 local businesses who aimed to share their career and post-secondary opportunities with their students. The SEU shared positions that the company offers, information about the company as a whole, as well as how to apply if interested in a job or internship.	2	Operations Manager News Editor