

KHMY(FM), KHUT(FM), KWBW(AM)
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
RF Engineer	1, 5, 7, 10-11, 13, 15-16, 19, 22	19
Programmer & Production Specialist	1-5, 7-10, 12-18, 20-22	21
Marketing Consultant	1-2, 5-10, 12-16, 18, 20-22	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	CountryAircheck.com - Not Directly Contacted by SEU	N	1
5	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 7853012552 Url : www.eaglemedia.com/careers Email : eaglehr@eagleradio.net Shai Harrison	N	1
6	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
7	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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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	2
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
14	McPherson College 1600 E Euclid Street McPherson, Kansas Amy Beckman Manual Posting	N	0

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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 : 402-680-4682 Url : https://ne-ba.org/ Email : jenna@ne-ba.org Jenna McCain	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	1
19	The Society of Broadcast Engineers 9102 N Meridian Street Suite 150 Indianapolis, Indiana Jim Ragsdale Manual Posting	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 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
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	3/26/2025	Establishment of training programs for station personnel	Starting in March 2025, the SEU established a weekly sales training program that ran for the duration of the reporting period. Led by a seasoned Marketing Consultant, the program is designed to teach and improve sales in the market by increasing knowledge of the company product (radio and digital), how to use the product, and how to sell the product to clients. The goal in mind is to ultimately prepare participants for future growth within the company.	6	Marketing Consultant Digital Director Programmer/MC Marketing Consultants
2	10/22/2025	Participation in events or programs sponsored by educational institutions	The SEU hosted a local student from Cheney High School 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 digital sales training meeting.	5	Regional VP of KS Operations Operations Manager News Director Sports Broadcaster
3	11/6/2025	Participation in scholarship programs	The SEU coordinated with the Hutchinson Community College Endowment Association in 2025 to provide Schmidt Foundation scholarships. Select college students were chosen to receive monetary awards that covered up to 15 college credits. Each recipient learned about the history of Eagle Communications, Bob Schmidt's legacy, and opportunities within the SEU and broadcasting in general. The Regional VP of KS Operations was involved in analyzing and judging the applicants' entries for the selection committee, choosing 16 students to be awarded.	1	Regional VP of KS Operations