KINA(AM), KJCK(AM), KJCK-FM, KQLA(FM), KSKG(FM)
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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	1-20, 22-28, 30	10
News Director	1-25, 27-30	29

*This report was modified in October 2026 to address reporting issues.

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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	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	Cloud County Community College 2221 Campus Dr Concordia, Kansas 66901 Phone : 785-243-1435 Email : webupdates@cloud.edu Fax : 1-785-243-9321 Career Center	Y	0
3	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Fax : 1-785-460-4691 Leisa Hansen	N	0
4	Dodge City Community College 2501 N. 14th Ave Dodge City, Kansas 67801 Phone : 620-225-1321 Fax : 1-620-227-9380 Danny Gillum	N	0
5	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eaglemedia.com/careers Email : eaglehr@eagleradio.net Fax : 1-785-625-8030 Shai Harrison	N	0
6	Fort Hays State University 600 Park St Rm 214 Sheridan Hall Hays, Kansas 67601 Phone : 785-628-4260 Dan Rice Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Friends University 2100 W. University St Wichita, Kansas 67213 Phone : 316-295-5000 Fax : 1-316-295-5010 Donna Barkley	N	0
8	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
9	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
10	Indeed.com - Not Directly Contacted by SEU	N	5
11	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-6506 Kerri Day Keller Manual Posting	N	0
12	Kansas Wesleyan University 100 E. Claflin Pioneer Hall Rm 160 Salina, Kansas 67401 Phone : 785-827-5541 ext1162 Fax : 1-785-827-0927 Carla Larkin	N	0
13	KU Journalism Department The University of Kansas Lawrence, Kansas 66045 Email : reinardy@ku.edu Scott Reinardy	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Manhattan Area Technical College 3136 Dickens Ave Manhattan, Kansas 66506 Phone : 785-587-2800 Fax : 1-785-587-2804 Kim Aickhaefer	N	0
15	McPherson College PO Box 1402 McPherson, Kansas 67470 Phone : 800-365-7402 Fax : 1-620-241-8443 Kris Wiens	N	0
16	Mid-America Nazarene University 2030 E. college Way Olathe, Kansas 66062 Phone : 913-791-3382 Email : careercenter@mnu.edu Fax : 1-913-791-3401 Jeanette Downs Pettitt	N	0
17	Missouri School of Journalism, Career Services 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : https://career.missouri.edu/ Email : career@missouri.edu Fax : 1-573-882-5440 Rob McDaniels	N	0
18	Newman University 3100 McCormick Ave Admin Bldg, Rm 302 Wichita, Kansas 67213 Phone : 316-942-4291 Fax : 1-316-942-4483 Julie Connolly	N	0
19	North Central Kansas Technical College PO Box 507 Beloit, Kansas 67420 Phone : 800-658-4655 Fax : 1-785-738-2903 Bobette Roesti	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Radio-online.com 3500 Tripp Ave Amarillo, Texas 79121 Phone : 8063527503 Url : radio-online.com Fax : 1-806-352-3677 Ron Chase	N	0
21	RadioInsight https://radioinsight.com/ Sayreville, New Jersey Lance Venta Manual Posting	N	0
22	Regional Workforce Center 120 W. Ash Salina, Kansas 67401 Phone : 785-827-9301 Fax : 1-785-827-9758 Maureen Toll	N	0
23	Salina Post 1825 South Ohio Salina, Kansas 67401 Phone : 785-825-4631 Url : www.salinapost.com Email : nicolas.fierro@eaglemedia.com Nicolas Fierro	N	0
24	University of Kansas University Career Center 1601 Irving Hill Road Room 110 Burge Union Lawrence, Kansas 66045 Phone : 785-864-7672 Email : nplotnikov@ku.edu Fax : 1-785-864-4572 Natalia Plotnikov	Y	0
25	University of St. Mary 4100 S 4th ST Leavenworth, Kansas 66048 Phone : 913-758-6145 Email : ask@stmary.edu Natalie Cook Prong 2 Ended Date: 1/29/2026	N	0
26	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	VA Eastern Kansas Health Care System 220 Gage Boulevard Topeka, Kansas 66622 Phone : 7853503111 EXT 52180 Email : Daniel.Rhoads2@va.gov Daniel Rhoads	Y	0
28	Washburn University 1700 SW College 122 Morgan Hall Topeka, Kansas 66621 Phone : 785-231-1010 Judy Smith Manual Posting	N	0
29	Word of Mouth Referral	N	1
30	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:		**7**

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/28/2025	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.	2	Marketing Consultant Chief Revenue Officer
2	8/6/2025	Provision of training to management	On August 6-7, 2025, the SEU's Operations & Brand Manager 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	Operations and Brand Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	12/8/2025	Establishment of an intern program designed to assist members of the community	Our SEU hosted an intern from Kansas Wesleyan University during the Fall 2025 semester. The intern worked closely with the SEU's News Director to learn the "behind-the scenes" functioning of the radio station and it's news post site. During the internship, the intern observed a variety of news duties, contributed to on-air news reports, conducted interviews, and assisted with various operations, as well as learned various aspects of our news processes. The intern also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	1	News Director