

KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(FM) & employees at KFIX(FM)
EEO Public File Report
February 1, 2008 – January 31, 2009

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
On-air personality	1-111, 127-128	127
Account Executive	1-3, 5, 7-14, 16-21, 24-27, 29-33, 36, 39-44, 46, 48, 50-54, 57-62, 67-68, 74, 78-79, 81-84, 89-90, 92-93, 100, 102-104, 108, 110-111, 113, 127-128	127
On-air personality	2-3, 5-9, 12-21, 23-28, 30-33, 35, 37-43, 46-54, 56-62, 67-69, 74, 76-84, 88-93, 100-101, 103-104, 108-111, 113-126-128	127
General Sales Manager	112 [*]	112

^{*} Exigent circumstances.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
1	American Indian Chamber of Commerce P.O. Box 750222 Topeka, KS 66675 Marilyn Bread 785-749-8434 785-832-6605 (Fax)	N	0
2	Atchison Workforce Center 818 Kansas Avenue Atchison, KS 66002 David Brennan 913-367-3283 913-367-3980	N	0
3	Baker University Harter Union P.O. Box 65 Baldwin City, KS 66006 Erica Johnson-Wanzer 785-594-8382 785-594-4568 (Fax)	N	0
4	Bartlesville Wesleyan College 2201 Silver Lake Road Bartlesville, OK 74006 Ruthann Colaw 918-335-6209 918-335-6258 (Fax)	N	0
5	Barton County Community College 245 NE 30th Road, Room 102 Library Great Bend, KS 67530 Jennifer Ankerholz 620-792-9349 620-792-3238 (Fax)	N	0
6	Benedictine College Room 204 Student Union 1020 North Second Street Atchison, KS 66002 913-360-7578	N	0
7	Bethel College 300 East 27th Street North Newton, KS 67117 Tim Buller 316-284-5271 316-284-5286	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
8	Black Broadcasters Alliance 711 West 40th Street, Suite 330 Baltimore, MD 21211 410-662-4536 410-662-0816	N	0
9	Black College Radio P.O. Box 3191 Atlanta, GA 30302 404-523-6136 404-523-5467 (Fax)	N	0
10	Black Economic Union 1601 East 18th Street Suite 300 Kansas City, MO 64180 Nikki Wahle 816-474-1080	N	0
11	Brown Mackie College 2106 S. 9th St. Salina, KS 67401 888-242-2971 785-827-7623 (Fax)	N	0
12	Butler County Community College 901 South Haverhill Road Rm 619 Hubbard Center El Dorado, KS 67042 Loretta Patterson 316-733-3294	N	0
13	Butler County Workforce Development Center 2318 West Central El Dorado, KS 67042 Mary Moon 316-321-4030	N	0
14	Central Christian College 1200 South Main P.O. Box 1403 McPherson, KS 67460 Karen Mayse 620-241-0723 620-241-3529 (Fax)	N	0
15	Central Missouri State Union 302 Warrensburg, MO 64093 Dayna Tullis dtullis@cmsu.edu 660-543-4379	N	0
16	Chanute One-Stop Workforce Development Center 119 North Grant Street Chanute, KS 66720 Randal Neely 620-431-4950	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
17	Cloud County Community College P.O. Box 1002 2221 Campus Drive Concordia, KS 66901 785-243-1435 785-243-9321 (Fax)	N	0
18	Coffeyville Community College 400 West 11th Coffeyville, KS 67337 Billy Durham 620-251-7700 620-252-7098 (Fax)	N	0
19	Colby Community College 1255 South Range Avenue Colby, KS 67701 Corey Sorenson 785-462-3984 785-462-4688 (Fax)	N	0
20	Cowley County Community College 125 South 2nd Arkansas City, KS 67005 Kim Biddle 620-441-5312 620-441-5350 (Fax)	N	0
21	Cowley County Workforce Development Center 22215 Tupper Winfield, KS 67156 Shannon Massey 620-442-8124	N	0
22	DeVry Institute of Technology 11224 Holmes Road Kansas City, MO 64131 816-941-0430 816-941-0896 (Fax)	N	0
23	Diversity Search 805 SW Broadway Suite 2250 Portland, OR 97205 503-221-7779 503-221-7780	N	0
24	Dodge City Community College 2501 North 14th Avenue Dodge City, KS 67801 John Ewy 620-225-6720 620-225-0918 (Fax)	N	0
25	El Centro Inc. Macias-Flores Family Center 290 South 10th Street Kansas City, KS 66101 Anita Martinez 913-281-1186	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
26	Emporia One-Stop Center 512 Market Street Emporia, KS 66801 Betty Senn 620-342-3355 620-342-2806 (Fax)	N	0
27	Emporia State University 1200 Commercial-433 S. Morse Hall Emporia, KS 66801 Elizabeth Nuessen 620-341-5407 620-341-5168 (Fax)	N	0
28	Everywoman's Resource Center 1710 SW 10th Street, Suite 215 Topeka, KS 66604 785-357-5171 specialists@ercrefer.org	N	0
29	Flint Hills Technical College 3301 West 18th Avenue Emporia, KS 66801 800-711-6947 620-343-4610 (Fax)	N	0
30	Friends University 2100 West University Street Casado Campus Center Wichita, KS 67213 Dan Falk falkd@friends.edu 316-295-5832	N	0
31	Ft. Hays State University 600 Park Street Room 214 Sheridan Hall Hays, KS 67601 785-628-4260 785-628-4093 (Fax)	N	0
32	Garden City Community College 801 Campus Drive - Saffell Library Garden City, KS 67846 ryan.ruda@gcccks.edu 620-276-9640	N	0
33	Golden Belt One-Stop Career Center 1025 Main Great Bend, KS 67530 Julie Peterson 620-793-8825 620-793-8826 (Fax)	N	0
34	Guadalupe Center 2641 Belleview Kansas City, MO 64108 Frances Wallace 816-561-6885 816-561-7009 (Fax)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
35	Haskell Indian Nations University Stidham Union 155 Indian Avenue Lawrence, KS 66046 Patti Grant-Orosco 785-749-8437 785-832-6656 (Fax)	N	0
36	Hays Workforce Center 332 East Eighth Street Hays, KS 67601 Joe Walter 785-625-5654 785-625-0092 (Fax)	Y	0
37	Heart of America Indian Center 600 West 39th Street Kansas City, MO 64111 816-931-5229 816-421-6493 (Fax)	N	0
38	Hesston College Box 3000 Hesston, KS 67062 Steve Smith steves@hesston.edu 620-327-8325	N	0
39	Highland Community College Irvin Hall 606 West Main Highland, KS 66035 Therese Crary 785-442-6056 785-442-6057 (Fax)	N	0
40	Hispanic Chamber of Commerce of Greater Kansas City 1600 Baltimore Suite 250 Kansas City, MO 64108 info@hispanicchamberofkc.com 816-472-6767	N	0
41	Hutchinson Community College 1300 North Plum - Building 12 Hutchinson, KS 67501 Vance Tyrell 620-665-3433 620-665-3310 (Fax)	N	0
42	Independence Community College College Avenue and Brookside Drive Independence, KS 67301 Jim Fischer jfischer@indycc.edu 620-331-4100	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
43	Independence One-Stop Center 200 Arco Place, Suite 101 Independence, KS 67301 Doyal Saye 620-332-1660 620-332-1668 (Fax)	N	0
44	Iowa Tribe of Kansas and Nebraska Route 1 Box 58A White Cloud, KS 66094 785-595-3258 785-595-6610 (Fax)	N	0
45	Jefferson College 1000 Viking Drive Hillsboro, MO 63050 Bob Gross 636-789-3951	N	0
46	Johnson County Community College 12345 College Blvd. Student Ctr 252 Box 48 Overland Park, KS 66210 Mary Jean 913-469-3870	N	0
47	Junction City Workforce Center 1012 West 6th Street, Suite A Junction City, KS 66441 David Brennan 785-762-8870 785-762-3078 (Fax)	N	0
48	Kansas African-American Affairs Commission 512 West 6th Street Topeka, KS 66612 Robert Bugg 785-296-4874	N	0
49	Kansas City Association of Black Journalists P.O. Box 32744 Kansas City, MO 64111 Anita K. kcabj@kcabj.org	N	0
50	Kansas City Community College 7250 State Avenue Kansas City, KS 66112 Linda Wyatt 913-288-7644 913-288-7624 (Fax)	N	0
51	Kansas City Workforce Development Center 552 State Avenue Kansas City, KS 66101 John Casner 913-281-3000	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
52	Kansas Department of Labor 401 SW Topeka Blvd. Topeka, KS 66603 kjl@hr.state.ks.us 866-444-5465	N	0
53	Kansas State University 100 Holtz Hall Manhattan, KS 66506 Kerri Day ces@ksu.edu 785-532-6506	N	0
54	Kansas Wesleyan University 100 East Claflin Avenue Pioneer Hall Room 160 Salina, KS 67401 bevcobb@kwu.edu 785-827-5541	N	0
55	Kickapoo Tribe of Kansas P.O. Box 271 Horton, KS 66349 877-864-2746 785-486-2801 (Fax)	N	0
56	KSU College of Technology and Aviation 2310 Centennial Road Salina, KS 67401 Lucy Crowell 785-826-2623 785-826-2948 (Fax)	N	0
57	Labette Community College 200 South 14th Street Parsons, KS 67357 Thomas Duran TomD@labette.cc.ks.us 620-421-6700	N	0
58	Lawrence Workforce Center 2540 Iowa Street, Suite R Lawrence, KS 66046 David Brennan 785-840-9675 785-865-5465 (Fax)	N	0
59	Leavenworth Workforce Development Center 515 Limit Street, Suite 200 Leavenworth, KS 66048 Dennis Sutter 913-682-4152	N	0
60	Manhattan Workforce Center 205 South 4th Street, Suite 1A Manhattan, KS 66502 David Brennan davidb@heartlandworks.org 785-539-5691	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
61	McPherson College P. O. Box 1402 1st Floor Miller Library McPherson, KS 67460 Michael Schneider 620-241-0742 620-241-8443 (Fax)	N	0
62	Mid-America Nazarene University Campus Center 2030 East College Way Olathe, KS 66062 Jeanette Downs jdowns@mnu.edu 913-791-3382	N	0
63	Native American Journalists Association 414 East Clark Street Vermillion, SD 57069 Patty Talahongva info@naja.com 605-677-5282	N	0
64	Native American Public Telecommunications P.O. Box 83111 - 1800 No 33 Street Lincoln, NE 68501 Frank Blythe native@unl.edu 402-472-3522	N	0
65	NativeRadio.com 120 East Lake Court Franklin, TN 37067 Patrick Doyle webmaster@NativeRadio.com 615-591-9868	N	0
66	Newman University 3100 McCormick Avenue Admin Building Room 302 Wichita, Kansas 67213 Susan Miller 316-942-4291	N	0
67	North Central Kansas Technical College P.O. Box 507 Beloit, KS 67420 800-658-4655 785-738-2903 (Fax)	N	0
68	Northwest Kansas Workforce Network 1301 Pine Hays, KS Cathy Patterson 785-628-8201 785-628-1471 (Fax)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
69	Northwest Missouri State University Maryville, MO 64468 816-562-1212 816-562-1900 (Fax)	N	0
70	Oklahoma Panhandle State University Box 430 Goodwell, OK 73939 Christi Hale 580-349-1556 580-349-1557 (Fax)	N	0
71	Oklahoma State University Northwest 23rd & Blackwelder Oklahoma City, OK 73106 Lynette Martin 405-523-4913 405-557-6043 (Fax)	N	0
72	Oklahoma State University Main Campus 360 Student Union Stillwater, OK 74078 Barry Fuxa 405-744-3473 405-744-9954 (Fax)	N	0
73	Oklahoma State University Oklahoma City 900 North Portland Oklahoma City, OK 73107 Gil Smith 405-945-8680	N	0
74	Olathe Workforce Development Center 460 East Santa Fe Olathe, KS 66061 913-768-0606 913-768-0633 (Fax)	N	0
75	Olin School of Business 1 Brookings Drive Box 1157 St. Louis, MO 63130 Lisa Wilson 314-935-5950	N	0
76	OnAirJobs.Com Inc. P. O. Box 541157 Houston, TX 77254 Todd Nelson 801-697-6657	N	0
77	Operation Job Match 2021 K Street, NW, Suite 715 Washington, DC 20006 202-887-0136 swnissen@aol.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
78	Ottawa University 1001 South Cedar Street Ottawa, KS 66067 785-242-5200 785-229-1020 (Fax)	N	0
80	Overland Park Workforce Development Center 8417 Santa Fe Drive, Suite 100 Overland Park, KS 66212 913-642-8484	N	0
81	Pittsburg One-Stop Center 105 W. Euclid Pittsburg, KS 66762 Doug Ewing 620-231-4250 620-231-6448 (Fax)	N	0
82	Pittsburg State University Grubbs Hall 434 Pittsburg, KS 66762 620-235-4716 Dr. Peter Hamilton pkhamilt@pittstate.edu	N	0
83	Regional Workforce Center 120 West Ash P.O. Box 586 Salina, KS 67401 785-827-9301 785-827-9758 (Fax)	N	0
84	Southwestern College 100 College Street Sutton Center Winfield, KS 67156 Sarah Thurma 620-229-6370 620-229-6390 (Fax)	N	0
85	Southwestern Oklahoma State University 100 Camus Drive Weatherford, OK 73096 Kim Liebscher 580-774-3233	N	0
86	Sportscasting Jobs. Com comments@sportscastingjobs.com	N	0
87	Tabor College 400 South Jefferson - Tabor College Library Hillsboro, KS 67063 620-947-3120 620-947-2607 (Fax)	N	0
88	The Association for Women in Communications Kansas City, KS Linda Cruse lacruse@sbcglobal.net 913-248-8458	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
89	Topeka Workforce Center 1430 SW Topeka Blvd. Topeka, KS 66612 David Brennan 785-235-5627 785-233-5899 (Fax)	N	0
90	Unity Council of Topeka P. O. Box 1972 Topeka, KS 66601 785-235-6096 info@uctopeka.org	N	0
91	Unity Journalists 1601 North Kent Street Suite 1003 Arlington, VA 22209 Anna Lopez 703-469-2100 703-469-2108 (Fax)	N	0
92	University of Kansas 210 Stauffer-Flint 1435 Jayhawk Blvd Lawrence, KS 66045 Patty Noland 785-864-7648	N	0
93	University of Missouri - Kansas City 4825 Troost Suite 205 Kansas City, MO 64110 Doug Buchanan 816-235-1636 816-235-5534 (Fax)	N	0
94	University of Missouri- Kansas City 5100 Rockhill Road Kansas City, MO 64110 816-235-1000 816-235-1717 (Fax)	N	0
95	University of Missouri-Kansas City 5100 Rockhill Road Kansas City, MO 64110 Kelly Limpic 816-235-1228 816-235-5515 (Fax)	N	0
96	University of Oklahoma Norman 900 Asp Avenue OMU 323 Norman, OK 73019 Betty Scott 405-325-1974	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
97	University of Saint Mary 4100 South 4th Street Berchmans Hall, Room 113 Leavenworth, KS 66048 Sandi Dale 913-758-6142 913-758-6297 (Fax)	N	0
98	University of Tulsa 600 South College Tulsa, OK 74104 Mike Mills 918-631-2549 918-631-2115 (Fax)	N	0
99	University of Missouri-Rolla 304 Norwood Hall Rolla, MO 65409 LeeAnn Morton 573-341-4114 573-341-4253 (Fax)	N	0
100	Washburn University 1700 College-Henderson Learning Ctr Topeka, KS 66621 Dr. Thimios 785-231-1010 785-231-1234 (Fax)	N	0
101	Western Kansas One Stop Workforce Development Center 801 Campus Drive Garden City, KS 67846 Deb Parker 620-275-3223	N	0
102	Wichita Indochinese Center 2502 East Douglas Wichita, KS 67214 Mohan Kambampati 316-689-8729 316-689-8274 (Fax)	N	0
103	Wichita State University 1845 Fairmount Wichita, KS 67260 Karen Gillenwater 316-978-6831 316-978-3511 (Fax)	N	0
104	Wichita Workforce Development Center 402 E. Second, P.O. Box 877 Wichita, KS 67201 Abel Perez 316-266-8600 316-266-8655 (Fax)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
105	William Woods University Fulton, MO 65251 573-642-2251 573-592-1146 (Fax)	N	0
106	Williams Baptist College 201 Fillbrigh Walnut Ridge, AR 72467 Dolores Magee 870-759-4184	N	0
107	Women's Employment Network 1734 Easr 63rd Street Suite 300 Kansas City, MO 64110 Annetta Marshall 816-822-8083	N	0
108	Workforce Development Center 1300 N Plum Hutchinson, KS 67501 Kathy Roberts 620-665-3559 620-728-8161 (Fax)	N	0
109	On-air announcements (<i>all SEU stations</i>)	N	3
110	Eagle Cable Channel 8	N	0
111	Station websites (<i>one or more SEU websites</i>)	N	0
112	Internal Candidate	N	1
113	Broadcast Center 2360 Hampton Avenue St. Louis, MO 63139 John Carroll placement@broadcastcenterinfo.com 314-647-8181	N	0
114	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 jobs@tvjobs.com jobs@amfmjobs.com 800-374-0119 760-754-2115 (Fax)	N	0
115	Corporate Diversity Search Inc. P.O. Box 1086 Webster, NY 14580 Diane Oates 585-787-0537 585-787-1321 (Fax)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
116	Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Avenue, 11th Floor Washington, DC 20004 Phylis Eagle-Oldson Phylis.eagle-oldson@corporate.ge.com 202-537-4494 202-637-4495 (Fax)	N	0
117	Hendrix College 1601 Harkrider Street Conway, AR 72032 501-329-6811 501-450-1200 (Fax)	N	0
118	Missouri School of Journalism University of Missouri-Columbia 120 Neff Hall Columbia, MO 65211 573-882-4821 573-884-5400 (Fax)	N	0
119	NATAS Office 1255 West Virginia Avenue Denver, CO 80227-0924 Audrey Elling natascolo@mho.net 303-722-0924 (Fax)	N	0
120	National Association of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20783 Tangie Newborn 301-445-7100 301-445-7101 (Fax)	N	0
121	National Association of Black-Owned Broadcasters 1155 Connecticut Avenue, NW, Suite 600 Washington, DC 20036 202-463-8970 202-429-0657 (Fax)	N	0
122	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 Marco Botero 202-662-7145 202-662-7144 (Fax)	N	0
123	National Diversity Newspaper Job Bank P.O. Box 936 Augusta, GA 30903 800-622-6358	N	0
124	National Organization on Disability 901 Sixteenth Street, NW, Suite 600 Washington, DC 20006 202-293-5960 202-293-7999 (Fax)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
125	North Central Missouri College 1301 Main Street Trenton, MO 64683 Sabra Hamilton Shamilton@mail.ncmissouri.edu 660-359-3948 660-359-2211 (Fax)	N	0
126	Radio Online 806-352-7503 806-352-3677 (Fax)	N	0
127	Employee Referral	N	3
128	Kansas Association of Broadcasters Job Bank http://www.kab.net/JobBank/default.aspx 1916 SW Sieben Court Topeka, KS 66611-1656 Harriet Lange 785-235-1307	N	2
TOTAL OVER REPORTING PERIOD			9

KAYS(AM), KHAZ(FM), KJLS(FM), KKQY(FM) & employees at KFIX(FM)

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program – Spring semester 2008	From February 1 through May 9, 2008, this SEU hosted one student from Hays High School and one student from Fort Hays State University as interns. The high school student worked with the Sports Director and News Director, completing assignments for KAYS(AM), KJLS(FM), and KKQY(FM). The interns assisted in the preparation for games and for broadcast by putting scoreboards together, researching statistics, gathering results, collecting information about upcoming games, and preparing information for use in play-by-plays.
2	Internship program – Summer semester 2008	From June 3 through July 9, 2008, this SEU hosted one student from Fort Hays State University as an intern. This student completed assignments for all SEU stations and experienced each of the radio station's departments. For example, the intern scheduled programs, produced commercials, and gained some on-air experience. During the internship, she worked with the General Manager, the Operations Manager, the Traffic Director, and a salesperson.
3	Internship program – Fall semester 2008	From September 1 through mid-December 2008, the SEU hosted one intern from Fort Hays State University and one intern from Thomas More Prep – Marian High School. The college student worked in each of the station departments, including Programming, Traffic, Billing, and Sales. The intern fielded song requests, administered contests, learned commercial production, assisted in preparing for play by plays, and input commercials in the traffic system. This intern worked with the General Manager, Traffic Manager, Sales Manager, and the Director of Operations. The high school student shadowed the Director of Operations, learning about board operations and production.