

KDJE, KHKN, KMJX, KSSN
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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
Receptionist	3-4, 7	3
Account Execuitve	1-3, 5-8	3
On Air Personality	1, 3, 7	3

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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	Arkansas State University PO Box 2490 Jonesboro, Arkansas 72467 Phone : 870-972-3025 Email : carolyne@astate.edu Fax : 1-870-972-2783 Carolyne Edwards	N	0
2	Employee Referral	N	1
3	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	6
4	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
5	On Air Recruitment Ad	N	1
6	Self Referral	N	1
7	University of Arkansas at Little Rock 2801 South University Little Rock, Arkansas Phone : 501-569-3359 Url : http://ualr.edu/careerservices Email : recruit@ualr.edu Brian Henderson	N	0
8	Unknown (source not adequately identified upon inquiry by SEU)	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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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	2/3/2015	Participation in events or programs sponsored by educational institutions	Our SEU collaborated with Russellville High School to allow a high school student to shadow our Program Director. The student got hands-on experience by listening to a live broadcast, participating in an on-air broadcast, and touring the production room.	1	Program Director
2	2/5/2015	Establishment of an intern program designed to assist members of the community	Our SEU hosted an intern from Northern State University. The intern worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship, he shadowed the majority of the SEU staff, participated in sales calls, participated in on-air broadcasts, and participated in sales presentations. He also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	4	Market President Operations Manager Promotions Director Senior VP of Sales
3	6/2/2015	Establishment of an intern program designed to assist members of the community	Our SEU hosted an intern from University of Central Arkansas. The intern worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship, she shadowed the majority of the SEU staff, participated in sales calls, participated in on-air broadcasts, and participated in sales presentations. She also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	4	Market President Operations Manager Senior VP of Sales Promotions Director
4	1/25/2016	Provision of training to management	On 1/25/2016, our Market President and VP of Sales completed an online training program provided by iHeartMedia corporate entitled "Valuing Diversity," which covered EEO and non-discrimination issues.	2	Market President VP of Sales
5	1/25/2016	Provision of training to management	On 1/25/2016, our Market President and VP of Sales completed an online training program provided by iHeartMedia corporate entitled "How To Hire the Right People," which covered EEO and non-discrimination issues.	2	Market President VP of Sales