

KDJE, KHKN, KMJX, KSSN
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	10/8/2020	Participation in Job Fairs	On October 8 2020 our SEU participated in a Virtual Career Fair with the University of Arkansas Fort Smith. Station participants included our SVP of Programming, Promotions Director and our Program Director/On-Air Talent, who spoke with attendees about career opportunities in broadcasting.	3	SVP of Programming Program Director Director
2	1/11/2021	Participation in events or programs sponsored by educational institutions	Zoom meeting with students in BYU-Idaho Radio program where employee discussed her daily activities as an air talent and assistant program director and offered guidance on career opportunities in the radio industry.	1	Asst program director
3	1/12/2021	Provision of training to management	In January 2021, Little Rock managers took an online training course entitled valuing diversity training provided the iHeartMedia Learning Center.	1	Sales manager
4	1/15/2021	Participation in scholarship programs	SEU Market President, partnered with Arkansas Broadcaster's Association to solicit applicants for the Ted Rand Memorial Broadcasting Scholarship awarded by the Arkansas Broadcaster's Association, to a selected high school senior who plans to major in any broadcast emphasis at Arkansas State University. SEU promotes the application process on the air in live and recorded announcements making applications available at the studios and on station websites. The Market President also with the director of the Arkansas Broadcaster's Association to further expand reach of the program and as a past recipient, acts as an ambassador for the program and demonstrates the benefits.	1	Area President