

KKBD, KMAG, KWHN, KZBB
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 | 2/26/2020 | Participation in events sponsored by community groups | On February 26th, 2020, our SEU participated in the Arkansas Press Women's 2020 High School Communication Contest. During the contest, our SEU's Senior Vice President of Sales spoke with individuals about the skills needed to succeed in broadcasting, industry trends, and various career opportunities in our SEU. | 1 | Senior Vice President of Sales |
| 2 | 3/2/2020 | Participation in events or programs sponsored by educational institutions | On March 2, 2020, our SEU Program Director/On-Air Talent visited the students at Woods Elementary in Fort Smith, AR. The SEU spoke to the students about the skills needed to succeed in the broadcasting industry, as well as different career opportunities in our SEU. | 1 | Program Director/On Air Talent |