

**KDJE, KHKN, KMJX, KSSN**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2016 - January 31, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-2, 5-6, 8-9, 11, 14-18	8
Receptionist	1-2, 4-6, 8-9, 11, 13-18	9
On Air Talent	1-3, 5-8, 10-12, 14-19	19

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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 712 N Watson Rd Arlington, Arkansas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Fax : 1-817-695-2838 Michelle McConnell	N	0
2	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
3	Department of Workforce Services 5401 SOUTH UNIVERSITY Little Rock, Arkansas 72204 Phone : 501-603-0909 Url : www.cadc.com Fax : 1-501-320-3027 Artee Williams Manual Posting	N	0
4	Employee Referral	N	1
5	Henderson State University 100 Henderson Street; Box 772 Arkadelphia, Arkansas 71923 Phone : 870-230-5295 Email : mba@mbaweb.org Fax : 1-870-230-5336 Jessica Garrison	N	0
6	HENDRIX COLLEGE CAREER SERVICES 1600 WASHINGTON AVE CONWAY, Arkansas 72032 Phone : 501-450-1440 Email : careerservices@hendrix.edu Leigh Lassiter-Connts	N	0

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7	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	4
9	Indeed.com - Not Directly Contacted by SEU	N	4
10	NAACP PO Box 25314 Little Rock, Arkansas 72211 Phone : 501-376-3799 Dale Charles Manual Posting	N	0
11	Northwest Technical Institute PO Box 2000 Springdale, Arkansas 72765 Phone : 479-751-8824 Email : <a href="mailto:mbecker@nwti.edu">mbecker@nwti.edu</a> Fax : 1-479-756-0985 Marie Becker	N	0
12	Ouachita Baptist University OBO Box 3780 Arkadelphia, Arkansas 71998 Phone : 870-245-5593 Email : <a href="mailto:careerservices@obu.edu">careerservices@obu.edu</a> Fax : 1-870-245-5284 RACHEL JONES	N	0
13	Self Referral	N	1

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14	Southern Arkansas University PO Box 3499 East Camden, Arkansas 71711 Phone : 870-235-4097 Email : wilmawilliams@saumag.edu Fax : 1-870-235-5262 Wilma Williams	N	0
15	University of Arkansas at Little Rock 2801 South University Little Rock, Arkansas Phone : 501-569-3359 Url : <a href="http://ualr.edu/careerservices">http://ualr.edu/careerservices</a> Email : recruit@ualr.edu Brian Henderson	N	0
16	UNIVERSITY OF CENTRAL ARKANSAS 201 DONEAGHEY AVE CONWAY, Arkansas 72035 Phone : 501-450-3134 Email : kathyc@uca.edu KATHY CLAYBORN	N	0
17	University of the Ozarks 415 N College Ave Robson 106 Clarksville, Arkansas 72830 Phone : 479-979-1320 Email : careers@ozarks.edu Fax : 1-479-979-1477 Kimberly Spicer	N	0
18	WEBSTER UNIVERSITY 200 W CAPITOL AVE STE 1500 LITTLE ROCK, Arkansas 72201 Phone : 501-375-1511 Email : sharkefr@webster.edu FREDRICKA SHARKEY	N	0
19	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/23/2016	Establishment of an intern program designed to assist members of the community	During the spring semester of this reporting period, our SEU, in conjunction with the Arkansas Broadcasters Association, hosted one intern from the University of Arkansas, Little Rock. SEU staff members provided the intern with a behind-the-scenes look at the operation of a radio station cluster. The intern learned about the function of each department by "shadowing" various staff members and was given the opportunity, with supervision, to participate in sales calls and presentations as well as on-air broadcasts. He was also encouraged to ask questions, especially about jobs in radio and seek career advice.	4	Market Manager Vice President of Sales Operations Manager Promotions Director