

KEZA, KIGL, KKIX, KMXF
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018¹

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
Account Executive	1-6	6
Account Executive	1-3, 5-6	6

¹This Report was modified in May 2018 to address reporting issues.

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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	DirectEmployers.org (<i>association distributing job postings to state</i> 9002 N. Purdue Rd. Ste. 100 <i>job banks throughout the US</i>) Indianapolis, Indiana 46268 Phone : 866.268.6206 DirectEmployers Association Manual Posting	N	0
2	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
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	0
4	Indeed.com - Not Directly Contacted by SEU	N	1
5	Station On-Air Advertisement (<i>one or more SEU stations</i>) 2049 E Joyce Blvd Fayetteville, Arkansas 72703 Phone : 4795210104 Clyde Bass Manual Posting	N	0
6	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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	2/1/2017	Participation in Job Fairs	On February 1, 2017, our SEU participated in a Job Fair at Heritage High School. We had a booth and our SEU's Program Director/On-Air Talent spoke with students about the skills needed to succeed in the broadcasting industry and different career opportunities.	1	Program Director/On-Air Talent
2	4/27/2017	Participation in events or programs sponsored by educational institutions	On April 27 2017, our SEU hosted a student from Lincoln Junior High School. The student shadowed our SEU On-Air Talent and discussed the skills needed to succeed in broadcasting, industry trends and various career opportunities.	1	Program Director/On-Air Talent
3	4/28/2017	Participation in events or programs sponsored by educational institutions	On April 28 2017, our SEU hosted a student from Lincoln Junior High School. The student shadowed our SEU On-Air Talent and discussed the skills needed to succeed in broadcasting, industry trends and various career opportunities.	1	Program Director/On-Air Talent
4	5/17/2017	Participation in Job Fairs	On May 17, 2017, our SEU co-sponsored and participated in the Rogers -Lowell Area Chamber of Commerce Northwest Arkansas Spring Job Fair at the Frisco Station Mall in Rogers, AR. At the fair, our SEU spoke with attendees about career opportunities in broadcasting. Station participants included our On-Air Talent/Public Affairs Director.	1	On-Air Talent/Public Affairs Director
5	11/7/2017	Participation in events or programs sponsored by educational institutions	On November 7, 2017, our SEU hosted students from Huntsville High School that are Anti-Tobacco Advocates with Madison County Health Coalitions for a station tour. During the tour, our SEU's Production Manager/On-Air Talent and Account Executive spoke with students about the skills needed to succeed in the broadcasting, industry trends, and various career opportunities.	2	Production Manager/On-Air Talent Account Executive

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6	11/11/2017	Participation in events or programs sponsored by educational institutions	An on-air talent from KKIX, our country station, visited Fayetteville, AR High School to serve as a public announcer during the wrestling team meets. At these events, he takes the opportunity to visit with interested students and discuss career paths in broadcasting.	1	On-air Talent
7	11/18/2017	Participation in events or programs sponsored by educational institutions	An on-air talent from KKIX, our country station, visited Fayetteville, AR High School to serve as a public announcer during the wrestling team meets. At these events, he takes the opportunity to visit with interested students and discuss career paths in broadcasting.	1	On-air Talent
8	1/5/2018	Participation in events or programs sponsored by educational institutions	An on-air talent from KKIX, our country station, visited Fayetteville, AR High School to serve as a public announcer during the wrestling team meets. At these events, he takes the opportunity to visit with interested students and discuss career paths in broadcasting.	1	On-air Talent
9	1/11/2018	Participation in events or programs sponsored by educational institutions	An on-air talent from KKIX, our country station, visited Fayetteville, AR High School to serve as a public announcer during the wrestling team meets. At these events, he takes the opportunity to visit with interested students and discuss career paths in broadcasting.	1	On-air Talent