

**KEZA, KIGL, KKIX, KMXF**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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>
Production Director/On Air Talent	3-7, 9-13	12
Account Executive	1-11, 13	2

**KEZA, KIGL, KKIX, KMXF**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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 9002 N. Purdue Rd. Ste. 100 Indianapolis, Indiana 46268 Phone : 866.268.6206 DirectEmployers Association Manual Posting	N	0
2	Employee Referral	N	1
3	Harding University 915 East Market Ave. Searcy, Arkansas 72149 Phone : 501-279-4454 Email : careercenter@harding.edu Megan Johnson	N	0
4	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
5	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	0
6	John Brown University 200 West University Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Email : mba@mbaweb.org Fax : 1-479-524-7221 Dan Noyes	N	0
7	Northwest Ark Community College 1 College Drive Bentonville, Arkansas 72712 Phone : 479-619-4236 Email : enrollmentsupport@nwacc.edu Career Services	N	0

**KEZA, KIGL, KKIX, KMXF**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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
8	Station On-Air Advertisement 2049 E Joyce Blvd Fayetteville, Arkansas 72703 Phone : 4795210104 Clyde Bass Manual Posting	N	0
9	University of Arkansas - Fayetteville 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2806 Email : recruit@uark.edu Barbara Batson	N	0
10	University of Arkansas Fort Smith PO BOX 3649 Fort Smith, Arkansas 72901 Phone : 479-788-7017 Email : careerservices@uafs.edu Fax : 1-479-424-6836 Career Services	N	0
11	University of the Ozarks 415 College Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
12	Word of Mouth Referral	N	1
13	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</b>

**KEZA, KIGL, KKIX, KMXF**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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	3/8/2018	Participation in Job Fairs	On March 8, 2018, our SEU's participated in a Career Fair at the University of Fort Smith. We had a booth, held at the Smith-Pendergraft Campus Center Reynolds Room on the UAFS Campus. At the fair, our SEU's spoke with attendees about career opportunities in broadcasting in our Fayetteville Market. Station participants included our Program Director's and National Sales Assistant.	3	Program Director Program Director National Sales Assistant
2	5/4/2018	Participation in events or programs sponsored by educational institutions	On May 4th, 2018 our SEU collaborated with West Fork Middle School to allow student (Damien Dillard) to shadow our Program Director and On Air Talent. The Student was able to get hands-on experience by listening, participating in Live Broadcasting, and touring studios.	1	Program Director/On-Air Personality
3	5/16/2018	Participation in Job Fairs	On May 16th, 2018, our SEU's participated in a Job Fair at the Frisco Station Mall. We had a booth, held at the Job Fair in the Frisco Station Mall. At the Job Fair, our SEU's spoke with attendees about career opportunities in broadcasting in our Fayetteville Market. Station participants included our Regional SVP of Programming, On Air Talent & Public Affairs, Integrated Marketing Specialist, and Account Executive.	4	Region SVP Programming On Air Talent & Public Affairs Integrated Marketing Specialist Account Executive
4	5/18/2018	Participation in events or programs sponsored by educational institutions	On May 18th, 2018, our SEU participated in a Career Day at Elmwood Middle School. At the Career Day Event, our SEU spoke with the students about career opportunities in radio/broadcasting. Station participants included our On-Air Talent/Programming.	1	On-Air Talent/Programming

**KEZA, KIGL, KKIX, KMXF**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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>
5	10/3/2018	Co Sponsoring Job Fair	On October 3rd, 2018, our SEU's Co-Sponsored in a Job Fair at the Frisco Station Mall. We had a booth, held at the Job Fair in the Frisco Station Mall. At the Job Fair, our SEU's spoke with attendees about career opportunities in broadcasting in our Fayetteville Market. Station participants included On Air Talent & Public Affairs, Integrated Marketing Specialist, and Account Executives.	4	On Air Talent & Public Affairs Integrated Marketing Specialist Account Executive Director of MMP