

**KKBD, KMAG, KWHN, KZBB  
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>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

**KKBD, KMAG, KWHN, KZBB**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

**KKBD, KMAG, KWHN, KZBB**  
**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	2/22/2018	Participation in events or programs sponsored by educational institutions	On February 22, 2018, our SEU participated in a Career Day at the Fairview Elementary in Fort Smith, AR. Our SEU spoke to the students about the skills needed to succeed in the broadcasting industry as well as different career opportunities. Station participant included our Program Director/On-Air Talent.	1	Program Director/On-Air Talent
2	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 Fort Smith Market. Station participants included our Program Director's and National Sales Assistant.	3	Program Director Program Director National Sales Assistant
3	4/4/2018	Participation in events or programs sponsored by educational institutions	On April 4th, 2018 Our SEU's, Program Director & Chief Engineer, gave a studio tour and discussed broadcasting careers, opportunities and industry trends to the students of the Subiaco Amateur Radio Club of Subiaco Academy.	2	Program Director Chief Engineer
4	5/4/2018	Co Sponsoring Job Fair	On May 4th, 2018, our SEU's Co-Sponsored in a Business Expo & Career Fair at the Fort Smith Convention Center. We had a booth, held at the Career Fair in the Fort Smith Convention Center. At the Career Fair, our SEU's spoke with attendees about career opportunities in broadcasting in our Fort Smith Market. Station participants included Program Director/On Air Talent and National Sales Assistant.	2	Program Director/On-Air Talent National Sales Assistant

**KKBD, KMAG, KWHN, KZBB**  
**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 Fort Smith Market. Station participants included Region Senior Vice President, On Air Talent & Public Affairs, and Account Executive.	4	Region Senior Vice President of Programming Integrated Marketing Specialist On Air Talent & Public Affairs Director of MMP
6	11/13/2018	Participation in events or programs sponsored by educational institutions	On November 13th, 2018 Our SEU, Program Director/On-Air Talent, gave a studio tour and discussed future broadcasting careers, opportunities and industry trends to the students of the Alma High School of Alma, AR.	1	Program Director/On-Air Talent