

KEZA, KIGL, KKIX, KMXF
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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
On Air Talent/Assistant Program Director	1-4, 6, 8-13	1
Account Executive	1-5, 7-13	7

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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	Employee Referral	N	2
2	Harding University 915 East Market Ave. Searcy, Arkansas 72149 Phone : 501-279-4454 Email : careercenter@harding.edu Megan Johnson	N	0
3	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
4	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	1
5	Indeed.com - Not Directly Contacted by SEU	N	1
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	LinkedIn-Not directly contacted by SEU	N	2
8	Northwest Ark Community College 1 College Drive Bentonville, Arkansas 72712 Phone : 479-619-4236 Email : enrollmentsupport@nwacc.edu Career Services	N	0
9	Station On-Air Announcements (1 or more SEU stations) 2049 E Joyce Blvd Fayetteville, Arkansas 72703 Phone : 4795210104 Clyde Bass Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	University of Arkansas - Fayetteville 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2806 Email : recruit@uark.edu Barbara Batson	N	0
11	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
12	University of the Ozarks 415 College Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	3/7/2019	Participation in Job Fairs	On March 7, 2019 our SEU participated in a Career Fair at the University of Fort Smith, Smith-Pendergraft Campus Center. Station participants included our SVP of Programming and our Program Director/On-Air Talent, who spoke with attendees about career opportunities in broadcasting.	2	SVP of Programming On-Air Talent/Program Director
2	5/8/2019	Co Sponsoring Job Fair	On May 8, 2019 our SEU co-sponsored a job fair with the Rogers-Lowell Chamber of Commerce at the Frisco Station Mall. Our SEU helped solicit local participation of employers and ran on-air announcements to promote the career fair. Station participants included our Regional SVP of Programming and an On Air Talent and Public Affairs employee, who spoke with attendees about career opportunities in broadcasting.	2	SVP of Programming On-Air Talent & Public Affairs
3	5/12/2019	Establishment of training programs for station personnel	In May of 2019, our SEU's SVP Programming began working with an On-Air Talent to mentor her in daily sessions to advance her into an assistant program director role. Training topics included commercial and promotional production, expanded knowledge of studio playback equipment and software, interaction with sales team, interaction with community and business partners, music and commercial scheduling, writing liners and station imaging and other skills associated with the position of assistant program director.	2	SVP Programming On-Air Talent

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/2/2019	Co Sponsoring Job Fair	On October 2, 2019 our SEU co-sponsored a job fair with the Rogers-Lowell Chamber of Commerce at the Frisco Station Mall. Our SEU helped solicit local participation of employers and ran on-air announcements to promote the career fair. Station participants included an On Air Talent and Public Affairs employee, our Director of Multi-Market Partnerships, and an Account Executive, who spoke with attendees about career opportunities in broadcasting.	3	On Air Talent & Public Affairs Director of Multi-Market Partnerships Account Executive
5	10/15/2019	Participation in events or programs sponsored by educational institutions	On October 15, 2019 our SEU hosted students serving as Anti-Tobacco Advocates with Madison County Health Coalitions from Huntsville and St. Paul High Schools for a station tour, during which our SEU's Production Manager, On-Air Talent and an Account Executive spoke with the students about the skills needed to succeed in broadcasting, industry trends, and various career opportunities.	3	Production Control Manager Account Executive On Air Talent & Public Affairs
6	11/20/2019	Participation in events or programs sponsored by educational institutions	On November 20, 2019, an On Air Talent and Public Affairs employee visited the Farmington High School Journalism Class in Farmington, AR, speaking with students about the skills needed to succeed in the broadcasting industry, as well as different career opportunities.	1	On Air Talent & Public Affairs