

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFAY(AM),  
KMCK-FM, and KYNG(AM)  
EEO PUBLIC FILE REPORT  
February 1, 2022 – January 31, 2023<sup>1</sup>**

**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	1-30, 32-41	30

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<sup>1</sup> This Report was revised in December 2023 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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	0
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

<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>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	1
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Arkansas Workforce Center at Fayetteville</b> 2143 West Martin Luther King Jr. Boulevard 479-521-5730 <a href="mailto:sharon.hopper@arkansas.gov">sharon.hopper@arkansas.gov</a>	N	0
33	<b>Arkansas Workforce Center at Rogers</b> 100 N. Dixieland Road 479-636-4755 <a href="mailto:tridena.feaster@arkansas.gov">tridena.feaster@arkansas.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	<b>Homeless to Independence</b> <a href="mailto:arkansas@homelesstoindpendence.org">arkansas@homelesstoindpendence.org</a>	N	0
35	<b>American Indian Center of Arkansas</b> 1100 N University 501-666-9032 <a href="mailto:lbethards@arindianctr.org">lbethards@arindianctr.org</a> <a href="mailto:nyork@arindianctr.org">nyork@arindianctr.org</a>	N	0
36	<b>Elizabeth Richardson Center</b> 3917 S. Old Missouri Road 479-713-0354 <a href="mailto:admin@ercinc.org">admin@ercinc.org</a> <a href="mailto:smarkley@ercinc.org">smarkley@ercinc.org</a>	N	0
37	<b>Economic Opportunity Agency of Washington County, Inc. (EOAWC)</b> 614 E Emma 479-872-7479 <a href="mailto:krandall41@yahoo.com">krandall41@yahoo.com</a>	N	0
38	<b>Missouri Job Center - Joplin</b> 730 South Wall Ave. 417-629-3000 <a href="mailto:joplin@ded.mo.gov">joplin@ded.mo.gov</a> <a href="mailto:troland@jomowib.com">troland@jomowib.com</a>	N	0
39	<b>Workforce Oklahoma - Stilwell Center</b> 219 West Oak 918-696-6608 <a href="mailto:manager.stilwell@oesc.state.ok.us">manager.stilwell@oesc.state.ok.us</a> <a href="mailto:ron.venters@oesc.state.ok.us">ron.venters@oesc.state.ok.us</a>	N	0
40	<b>Oklahoma Employment Security Commission Tahlequah Workforce Center</b> 1295 Skills Center Circle 918-456-8846 <a href="mailto:manager.tahlequah@oesc.state.ok.us">manager.tahlequah@oesc.state.ok.us</a>	N	0
41	<b>Hero 2 Hired Washington</b> <a href="mailto:tamie.j.clark.ctr@mail.mil">tamie.j.clark.ctr@mail.mil</a>	N	0
42	<b>SEU Job Fair(s)</b> ( <i>see Section III</i> )	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			1

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
5	Co-Sponsor Job Fair	On January 10, 2023, our SEU co-hosted a job fair with Goodwill Career Services in Springdale, Arkansas. Our Market Manager was available to speak with interested attendees about career opportunities in the radio industry and open positions within the Fayetteville/Fort Smith SEU.
6	Co-Sponsor Job Fair	On January 12, 2023, our SEU co-hosted a job fair with Goodwill Career Services in Rogers, Arkansas. Our Market Manager was available to speak with interested attendees about career opportunities in the radio industry and open positions within the Fayetteville/Fort Smith SEU.
7	Participate in activities reasonably calculated to disseminate information about careers in broadcasting	During the Spring of 2022, our SEU’s Program Director taught a Sports Media course at the University of Arkansas. The curriculum included how to get into the business, with an emphasis on sports broadcasting, how aural and video broadcasts are developed and produced, and the future of radio broadcasting.
8	Participate in activities reasonably calculated to disseminate information about careers in broadcasting	During the Spring of 2022, our SEU’s Program Director taught a Public Speaking course at the University of Arkansas. The topics covered included how to deliver a speech and command the attention of an audience, and how these skills relate to a career in broadcasting.