

ANNUAL EEO PUBLIC FILE REPORT FOR OUACHITA BROADCASTING, INC.

The purpose of this EEO Public File Report is to comply with Section 73.2080©(6) of the FCC's EEO Rules. This Report has been prepared on behalf of Ouachita Broadcasting, Inc. that is comprised of the following stations: KENA FM licensed to Hatfield, Arkansas, KQOR FM licensed to Mena, Arkansas, and KENAAM licensed to Mena, Arkansas, and is required to be placed in the public inspection files on these stations, and posted on their websites, if they have websites.

The information in this report covers the time period beginning on February 1, 2019 through January 31, 2020.

Ouachita Broadcasting, Inc. consists of the following Commercial Radio Stations:

KENA FM Facility ID #84055

KQOR FM Facility ID #85585

KENAAM Facility ID #50773.

EEO Narrative Statement 2020

The Ouachita Broadcasting, Inc. group of Radio Stations, KENA, KQOR, and KENA AM, seek to notify the public about job openings through multiple means including:

Any job openings within the Ouachita Broadcasting, Inc. group of radio stations, KENA, KQOR, and KENA AM, are posted on the station's web site.

Any job openings within the Ouachita Broadcasting, Inc. group of radio stations, KENA, KQOR, and KENA AM are advertised on KENA, KQOR, and KENA AM.

All area colleges and universities are contacted in regard to any job opening including University of Arkansas at Rich Mountain in our county.

Job openings are listed with the Arkansas Broadcasters Association and Arkansas Workforce.

The Ouachita Broadcasting, Inc. group of radio stations, KENA, KQOR, and KENA AM, feel that using these and other methods to ensure a broad and inclusive outreach that our applicant pool reflects the gender and racial make-up of our area.

**EEO Public File Report
For the 12-month Period Ending January 31, 2020
Prepared by: Ouachita Broadcasting, Inc.**

As per the payroll period ending January 31, 2020, radio stations KENA FM, KQOR FM, and KENAAM had a total of 5 full time employees and 5 part-time employees.

Five (5) full time positions consisting of: One (1) Manager (white male), One (1) Operations Manager (white male), One Sales Manager (white female), One Sales Representative (white female), and One Announcer/Operations (white male).

Five (5) part time positions consisting of: One Office Worker (white female), One Office Worker (white female), One Graphics/IT worker (white male), One office worker (white male), One office worker (white female).

There was four (4) full time hires in 2019.

During the last 12 months, the stations employment unit engaged in the following initiatives:

1. Distributed information about careers in the broadcast field during live remote broadcasts.
2. Distributed intern information to colleges and high schools.
3. Participated in one job fair at The University of Arkansas.

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The following is a list of all vacancies for full time jobs during the previous 12 months:

1. Operations Manager (position filled with white male) (source ABA website)
2. Manager (position filled with white male) (source station website and ABA website)
3. Operations Manager (position filled with white male) (source ABA website)
4. Office Worker (position not filled) (advertised on station website social media).

Ouachita Broadcasting, Inc. is and Equal Opportunity Employer.

Station Manager Chris Daniel and the ownership are responsible for all EEO compliance.

Ouachita Broadcasting, Inc. is located at: 1168 Hwy 71 South in Mena, Arkansas 71953. The main phone number is (479) 394-1450. The station email address is: menaradio@aol.com.

Submitted by: _____ (Chris Daniel, Manager)
January 31, 2020