

# Bluff City Radio LLC Equal Opportunity Policy and Plan

Stations in Pine Bluff, Arkansas Group:

KTRN, 104.5 White Hall, Arkansas - KTPB, 98.1 Altheimer, Arkansas  
KHUC, 99.3 Pine Bluff, Arkansas - KPBA 101.3 Pine Bluff, Arkansas

## GENERAL POLICY

Bluff City Radio LLC will afford equal employment opportunity to all qualified individuals in all personnel actions without regard to race, color, religion, national origin, or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination. We have put into place our Equal Opportunity Employment program that insures that we fully utilize the skills of qualified persons.

## RESPONSIBILITY FOR IMPLEMENTATION

The Pine Bluff General Manager, (presently Mike Horne) will be responsible for implementing the EEO Program.

## POLICY DISSEMINATION

Bluff City Radio LLC will insure that the EEO policy will be communicated to current employees through the companies Employee Manual and verbally whenever a vacancy occurs in which employees are to interview or discuss applicants. An application for employment will be required for each potential employee and that application will clearly state that Bluff City Radio LLC does not discriminate and will also inform each applicant that if they feel they have been discriminated against they may inform the appropriate government authorities.

## RECRUITMENT:

Whenever an opening occurs for either an existing position or a new position Bluff City Radio LLC will notify the following recruitment sources about the opening and will plainly state that we will not discriminate based upon race, color, religion, national origin, or sex.

- All Access media employment website listing
- Arkansas Broadcasters Association Job Listing
- University of Arkansas Pine Bluff, Pine Bluff, Arkansas
- Southeast Arkansas College, Pine Bluff, Arkansas
- University of Arkansas Monticello, Monticello, Arkansas
- University of Arkansas, Little Rock, Little Rock, Arkansas
- Radio Ads on Bluff City Radio LLC stations KHUC, KTPB, KPBA and KTRN
- Friends and acquaintances in our stations coverage area

In November 2017 Station General Manager Mike Horne conducted a radio employment and educational seminar to the Senior level Broadcast Journalism class at The University of Arkansas at Pine Bluff.

In April of 2017 Greg Gustek and Billy Coble, station employees, participated in the Pine Bluff Business Expo with a booth that explained employment opportunities in the Radio Industry.

Prior to January, 2017 Bluff City Radio had fewer than five (5) Fulltime employees.