

KBBQ-FM, KLSZ-FM, KOMS(FM)
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 Hires
Account Executive	22, 24, 32, 39, 41-44	22
General Sales Manager	24, 25, 32, 39-44	24

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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	Ohio Center for Broadcasting Placement.columbus@beonair.com	No	0
2	University of Arkansas Career Services www.uark-csm.symphlicity.com/employers	No	0
3	University of Arkansas Walton College of Business www.waltoncollege.uark.edu/career	No	0
4	John Brown University 2000 N. University Siloam Springs, AR 72761 Attn: Glenda Manice	No	0
5	North West Arkansas Community College 1 College Dr. Bentonville, AR 72712	No	0
6	University of Arkansas-Ft Smith PO Box 3649 Ft. Smith, AR 72913	No	0
7	University of the Ozarks 415 N. College Ave. Clarksville, AR 72830	No	0
8	Arkansas State University PO Box 2490 Jonesboro, AR 72467	No	0
9	NAACP PO Box 25314 Little Rock, AR 72211 Attn: Dale Charles	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Multicultural Center of North West Arkansas PO Box 2035 Springdale, AR 72765	No	0
11	Indian Capital Technology Center HCR 61 Box 12 Sallisaw, OK 74955	No	0
12	The National Association of Hispanic Journalists jobbank@nahj.org	No	0
13	American Indian Center of Arkansas 1100 N University Ave. #143 Little Rock, AR 72207-8344	No	0
14	Arkansas Employment Security Department PO Box 34047 Little Rock, AR 72203	No	0
15	American Business Women's Association PO Box 636 Roland, OK 74954	No	0
16	Network of Executive Women PO Box 8413 Ft. Smith, AR 72901	No	0
17	Community Service Clearinghouse 4420 Wheeler Ave. Ft. Smith, AR 72901	No	0
18	Arkansas Broadcasters Association 2024 Arkansas Valley Dr. Suite 201 Little Rock, AR 72212	No	0
19	Arkansas Employment Workforce Center www.arjoblink.arkansas.gov	No	0
20	Arkansas Democrat Gazette tpelt@nwadg.com Contact: Tammy Pelt Phone: 479.316.0663	No	0
21	Sales and Marketing Executive Association PO Box 23607 Little Rock, AR 72221	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	On-Air Announcements (<i>all SEU stations</i>)	No	5
23	Cumulus Business Managers BM@cumulus.com	No	0
24	Word-of-Mouth Referral	No	3
25	Walk-In/Self-Referral	No	1
26	All Access Website www.allaccess.com	No	0
27	Media Recruiter Website www.mediarecruiter.com	No	0
28	Southwest Times-Record lhernandez@swtimes.com Contact: Lupe Hernandez Phone: 479.785.7705	No	0
29	Craig's List www.fayar.craigslist.org	No	0
30	Station Website Postings (<i>one or more SEU stations</i>)	No	0
31	<i>Intentionally Omitted</i>		
32	Indeed Website www.indeed.com	No	6
33	Career Builder Website www.careerbuilder.com	No	0
34	Linked In Website www.linkedin.com	No	0
35	Jobs Arkansas www.jobsarkansas.com	No	0
36	Job Fair - Goodwill Fayetteville Goodwill Industries of AR	No	0
37	Job Fair - Goodwill Fort Smith Goodwill Industries of AR	No	0
38	Re-Hire Former Employee	No	0
39	Cumulus Job Board Website www.cumulus.hrmdirect.com	No	0
40	Monster Website www.monster.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Glass Door Website www.glassdoor.com	No	2
42	Link Up Website www.linkup.com	No	0
43	Cumulus Facebook page	No	0
44	Ziprecruiter www.ziprecruiter.com	No	4
45	Cumulus Talent Network www.myworkday.com/cumulus	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in program sponsored by educational institutions relating to career opportunities in broadcasting (<i>Spring semester</i>)	During the Spring semester, one of our SEU's Program Directors taught a class in Sports Media at the University of Arkansas, two times per week. The curriculum included discussion about how to get into the business, how sports broadcasts are developed and produced, and the future of sports broadcasting on the radio.
2	Participate in program sponsored by educational institutions relating to career opportunities in broadcasting (<i>Fall semester</i>)	During the Fall semester, one of our SEU's Program Directors taught a class in Sports Media at the University of Arkansas, two times per week. The curriculum included discussion about how to get into the business, how sports broadcasts are developed and produced, and the future of sports broadcasting on the radio.
3	Participate in program sponsored by educational institutions relating to career opportunities in broadcasting (<i>Spring semester</i>)	During the Spring semester, one of our SEU's Program Directors taught a class in Public Speaking at the University of Arkansas, two times per week, during which he taught speech-making and how to confidently and effectively command an audience. He related these skills to his career as a radio Program Director and sports broadcaster.
4	Participate in program sponsored by educational institutions relating to career opportunities in broadcasting (<i>Fall semester</i>)	During the Fall semester, one of our SEU's Program Directors taught a class in Public Speaking at the University of Arkansas, two times per week, during which he taught speech-making and how to confidently and effectively command an audience. He related these skills to his career as a radio Program Director and sports broadcaster.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.