

**KBBQ-FM, KOMS-FM, KOAI-AM, KLSZ-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2013 – January 31, 2014**

**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>
1. Account Executive	1-19, 21-22, 24-25, 29-35	22
2. Account Executive	1-19, 21-22, 24-25, 29-35	22
3. Receptionist	2-3, 6, 14, 19, 22, 24-25, 28-29	28
4. Sales Manager	2-3, 6, 14, 19, 22-26, 28-35	24
5. Account Executive	1-19, 21-22, 24-25, 29-35	24

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	<b>Ohio Center for Broadcasting</b> Placement.columbus@beonair.com	No	0
2	<b>University of Arkansas Career Services</b> Hotz Hall Room 515 Fayetteville, AR 72701	No	0
3	<b>University of Arkansas</b> Walton College of Business Fayetteville, AR 72701	No	0
4	<b>John Brown University</b> 2000 N University Siloam Springs, AR 72761 Attn: Glenda Manice	No	0
5	<b>NWACC</b> 1 College Dr Bentonville, AR 72712	No	0
6	<b>University of Arkansas Ft Smith</b> POB 3649 Ft Smith, AR 72913	No	0
7	<b>University of the Ozarks</b> 415 N College Ave Clarksville, AR 72830	No	0
8	<b>Arkansas State University</b> POB 2490 Jonesboro, AR 72467	No	0
9	<b>NAACP</b> POB 25314 Little Rock, AR 72211 Attn: Dale Charles	No	0
10	<b>Multicultural Center of NWA</b> POB 2035 Springdale, AR 72765	No	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>
11	<b>Indian Capital Technology Center</b> HCR 61 Box 12 Sallisaw, OK 74955	No	0
12	<b>The National Association of Hispanic Journalists</b> jobbank@nahj.org	No	0
13	<b>American Indian Center of Arkansas</b> 1100 N University Ave #143 Little Rock, AR 72207-8344	No	0
14	<b>Arkansas Employment Security Department</b> POB 34047 Little Rock, AR 72203	No	0
15	<b>American Business Women's Association</b> POB 636 Roland, OK 74954	No	0
16	<b>Network of Executive Women</b> POB 8413 Ft Smith, AR 72901	No	0
17	<b>Community Service Clearinghouse</b> 4420 Wheeler Ave Ft Smith, AR 72901	No	0
18	<b>Arkansas Broadcasters Association</b> 2024 Arkansas Valley Dr Suite 201 Little Rock, AR 72212	No	0
19	<b>Arkansas State Employment Office</b> 616 Garrison Ave Ft Smith, AR 72901	No	0
20	<b>Arkansas Democrat Gazette</b> 121 East Capitol Little Rock, AR 72201	No	0
21	<b>Sales and Marketing Executive Association</b> POB 23607 Little Rock, AR 72221	No	0
22	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	No	25
23	<b>Cumulus Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a> ; <a href="mailto:BM2@cumulus.com">BM2@cumulus.com</a>	No	0
24	<b>Word-Of-Mouth Referral</b>	No	50
25	<b>Walk-In/Self-Referral</b>	No	1
26	<b>Allaccess.com</b>	No	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>
27	Mediarecruiter.com	No	0
28	Southwest Times-Record 3600 Wheeler Ave Fort Smith, AR 72901	No	3
29	fortsmith.craigslist.org	No	2
30	Cumulus Station Websites	No	0
31	Facebook	No	0
32	Putting America Back to Work Job Fair	No	24
33	Indeed	No	63
34	Career Builder	No	31
35	LinkedIn	No	62
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>261</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Sponsored Job Fair	On October 16, 2013, our stations sponsored the Putting America Back to Work Job Fair at the Holiday Inn & Convention Center in Springdale, Arkansas. Station participants included our Market Manager, Sales Manager, Business Manager, Account Executives and Operations Manager, who manned a booth to distribute employment information and applications. Our stations broadcast on-air announcements and hosted a live remote to promote the job fair as well.
2	Internship Program	Our SEU offers on-going internship opportunities from area colleges and universities in which interns are exposed to various facets of our broadcast operations. We reach out to various department advisors across the area and during the reporting period we contacted the University of Arkansas, John Brown University, Northwest Arkansas Community College, Missouri Southern University, the University of Arkansas at Ft. Smith and Northeastern State University. During this reporting period we hosted three interns from the University of Arkansas. The majority of their time was spent in the programming department where they helped with morning show preparation and research, along with occasional on-air appearances. Some of their time was also spent in the promotions department where they helped with station events. These internships are done on a semester basis and interns earn college credit.

3	Speaking Engagements	<p>During this reporting period our SEU spoke twice at Northwest Arkansas Community College and at a career day at Springdale Southwest Junior High. Our SEU also took part in a job shadowing program for eight area middle schools. Our SEU also gave tours to several area boy scout troops and worked in conjunction with the area Chamber of Commerce and their Junior Leadership Program.</p>
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