

Perry Broadcasting of Arkansas

2022 EEO Report

**For Unit
KQIS-AM**

Annual EEO Public File Report

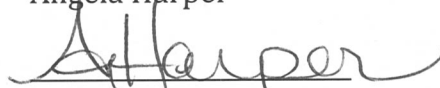
For the period beginning February 1, 2022, and ending January 31, 2023. This report is not required if unit has fewer than five (5) full-time employees.

The report consists of information for KQIS-AM (being one unit).

Part 1: Station Information
Part 2: Recruitment Source
Part 3: Recruitment Initiative

Preparer: Angela Harper

Signature:



Title:

General Manager

Date:

2/23/23

Contact:

479-316-7167

Part 1
Station Information

This report covers the following employment unit of Perry Broadcasting of Arkansas.

Call Sign	FM/AM	Facility ID #	Community of License
KQIS	AM	16083	*Bethel Heights

Attached is information concerning the recruitment efforts undertaken by the employment unit to full-time vacancies during the period by this report?

A total of two (2) full-time vacancies were filled by employment unit.

A total of five (5) people were interviewed during this time period.

*Bethel Heights has been annexed to City of Springdale, AR as of 8/12/2020

PART 2
RECRUITMENT SOURCE

Job Title: Sales Position
Date Filled: April 15, 2022
Total Interviews: Five (5)
Candidate Hired: James Virgil Boggs and Cindy Sorto
Start Date: April 20, 2022

Recruitment Sources:

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Total Interviewed Referred
Radio Ad	609 W. Dickson St., Ste. 201 Fayetteville, AR 72701	Angela Harper	918-798-3969	4
Website	www.kissnwa.com 609 W. Dickson St., Ste. 201 Fayetteville, AR 72701	Angela Harper	918-798-3969	0
Social Media	609 W. Dickson St., Ste. 201 Fayetteville, AR 72701	Angela Harper	918-798-3969	1

Two full-time vacancy were hired from social media/Website/radio ad.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Career Day at ALLPS School of Innovation
Date: Tuesday, February 15th, 2022
Station Personal: Angela Harper, General Manager; Darren Sewell, Assistant Program Director, and Hillary Bell, Sales Executive

Description of Activity: ALLPS School of Innovation, a charter school of the Fayetteville Public School District, hosted activities for their students for Black History Month and Randy Coleman, director of student activities, invited our team to participate in their career day. Members of the KQIS-AM team had a booth at the event. We provided handouts to the students with history on Perry Publishing and Broadcasting. The KQIS-AM staff interacted with the students, answering questions, and explaining internships and the different job opportunities at a radio station.

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: OAB/OBEA Student Day Career Fair 9:30am- 11am
Date: Thursday, March 24, 2022
Station Personal: Angela Harper, Alicia Farrow and Terry Monday

Description of Activity: Angela Harper, Alicia Farrow and Terry Monday attended the student booth. During the career fair they answered questions and spoke with students about the broadcasting industry. They also informed each student about internships and employment opportunities within the Perry Broadcasting organization in Arkansas, Tulsa, and Oklahoma City.

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Dr. David Nelson Request Judging OBEA Competition
Date: Friday, February 25, 2022
Station Personal: Terry Monday, VP Radio Programming

Description of Activity: Terry Monday was requested by Dr. David Nelson to be a judge for the Oklahoma Broadcast Education Association's Student Competition. Terry was given a user name and password in order to log in and judge the student in the competition. The students were judged in various categories and completed before Tuesday, March 1, 2022. After judging the students, Terry sent a message to each student about internships and employment opportunities within the company.

Part 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Jill Lambeth at the University of Central Oklahoma
Date: Monday, May 23, 2022
Station Personal: Terry Monday, VP Radio Programming

Description of Activity: Terry Monday talked to Jill Lambeth, Intern Coordinator at the University of Central Oklahoma Department of Communications. Jill talked to Terry about accepting UCO student Leeland Gates. Leeland Gates started his internship on Monday May 23, 2022 until Tuesday, July 26, 2022. Leeland was trained in the production department and produced commercials, loaded commercials into the computer and helped in other areas at the radio station. Leeland completed a total 120 hours for his internship. During his internship I informed Leeland about part-time and full-time employment opportunities with Perry Broadcasting in Arkansas, Tulsa, and Oklahoma City.

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Conversation with Kim Flannigan at Langston University
Date: Saturday, May 14, 2022
Station Personal: Terry Monday, VP Radio Programming

Description of Activity: On Saturday, May 14, Terry Monday spoke to Ms. Flannigan about a summer internship for one of her Langston University students. A meeting was set up with Langston student Leah Lilly. Terry spoke with Leah and she started her internship on Tuesday, May 31, 2022. Leah started her internship on Wednesday, June 1, 2022 and completed 105 hours. Leah was also informed of employment opportunities within the company in Arkansas, Tulsa, and Oklahoma City.

FCC Form 396
Narrative Statement

“KQIS-AM” participants have adopted a policy of wide-ranging community outreach. Several members of each station’s staff regularly attend career expos, job fairs and accept public speaking engagements. The management of KQIS-AM has adopted a corporate policy of developing young, energetic, talented individuals from a variety of talent pools including universities, trade associations, public gatherings and the like, all for the purpose of attracting a variety of individuals from different backgrounds. KQIS-AM management also use more generic approaches, including internet based and radio ads. The success of the corporate commitment is demonstrated by the highly diverse population of employees at each station.”