

*POLLACK BROADCASTING COMPANY*  
*1303 SOUTHWEST DRIVE - P.O. BOX 509*  
*KENNETT, MO 63857-0509*

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KENNETT - CARUTHERSVILLE - PORTAGEVILLE - PIGGOTT - NEW MADRID - HAYTI  
KTMO-FM 106.5 - KBOA-FM 105.5 - KCRV-FM 105.1 - KMIS-FM 103.9 - WGCQ-FM 98.7  
KBOA-AM 1540 - KCRV-AM 1370 - KMIS-AM 1050

5/3/2024

Ms. Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
445 12<sup>th</sup> Street, S.W.  
Washington, D.C. 20554

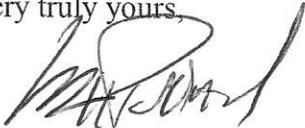
Dear Ms. Goldin:

Please note enclosure of requested EEO information pertaining to the operation of radio station KBOA-FM Piggott, Arkansas.

Per my signature and to the best of my knowledge, I am certifying that the enclosed information is factual and truthful.

Please do not hesitate to call should you have questions or comments.

Very truly yours,



William H. Pollack; Pres.  
Pollack Broadcasting Co.  
Dbas: KBOA-FM Piggott, Arkansas

## EEO AUDIT RESPONSE

KBOA-FM PIGGOTT ARKANSAS

Facility ID Number 33673

The following EEO Audit Response was comprised by Perry Jones, General Manager of Pollack Broadcasting Company.

The email address for questions regarding this response is:  
[perry@pollackradio.com](mailto:perry@pollackradio.com)

**POLLACK BROADCASTING CO.**

**EEO PUBLIC INSPECTION FILE REPORT**

**FEBRUARY 1, 2022 – JANUARY 31, 2023**

**EMPLOYMENT UNIT FOR STATIONS**

**KBOA(AM), KENNETT, MO. FAC. ID 33674**  
**KBOA(FM), PIGGOTT, AR. FAC. ID 33673**  
**KCRV(AM), CARUTHERSVILLE, MO. FAC.ID 53976**  
**KCRV(FM), CARUTHERSVILLE, MO. FAC.ID 53977**  
**KMIS(FM), GIDEON, MO. FAC.ID 164227**  
**KMIS(AM), PORTAGEVILLE, MO. FAC.ID 48550**  
**KTMO(FM), NEW MADRID, MO. FAC.ID 48549**  
**WGCQ(FM), HAYTI, MO. FAC.ID 64493**

**FULL TIME JOB VACANCIES FILLED BY STATIONS DURING REPORTING PERIOD**  
**0**

**PLACED IN PUBLIC FILE ANNUALLY ON ANNIVERSARY OF LICENSE RENEWAL**  
**APPLICATION FILING DEADLINE AND POSTED TO STATION WEBSITE**

- 1. Total number of interviewees for all full-time vacancies filled during the past year: 0**
- 2. Number of Full Time Jobs filled during the past year: 0**  
**Recruitment source for Full Time Jobs filled: 0**

**A list of all supplemental recruitment activities performed during the past year, with a brief description of each activity is attached hereto. See EEO Supplemental Recruitment Activities Worksheet on Page 2.**

## **EEO SUPPLEMENTAL RECRUITMENT ACTIVITIES WORKSHEET**

**As a station employment unit that employs more than five full-time employees and operates in small markets, this station employment unit must perform two supplemental recruitment activities every two years.**

**This station employment unit performed the following supplemental recruitment activity between February 1, 2022 and January 31, 2023:**

- 1. KTMO Farm Show and Job Fair, January 14, 2023. This event moved to the Greene County Fairgrounds this year, and we teamed up with Greene County Tech High School. Students helped with our broadcast, some were involved in on-air interviews during the all day event. We answered questions about careers in the broadcasting industry and at Pollack Broadcasting. Pollack Broadcasting staff at the event were General Manager Perry Jones, group Operations Manager Monte Lyons, Local Sales Manager Jeanie Graves and Social Media and Video Director Tad Jones.**

**When Pollack Broadcasting Co. (“PBC”) does have job vacancies, it provides such information to the Missouri Broadcasters Association, Southeast Missouri State University, Three Rivers Community College, Arkansas Northeastern College, Arkansas State University, Missouri Career Center, as well as posting on Indeed Dot Com as well as over the air announcements and posts on the radio station websites and social media outlets. PBC also provides training to employees to prevent discrimination and allow for advancement to higher positions within the company.**

**POLLACK BROADCASTING COMPANY**

**KTMO-FM, KBOA-FM, KCRV-FM, KMIS-FM  
WGCQ-FM, KBOA-AM, KCRV-AM, KMIS-FM**

**EEO PUBLIC FILE REPORT  
FEBRUARY 1, 2022 – JANUARY 31, 2023**

**II  
MASTER RECRUITMENT SOURCE LIST**

- 1. Missouri Broadcasters Association      Contact: Mark Gordon  
1025 Northeast Drive  
Jefferson City, MO 65109  
Phone: 573-636-6692**
  
- 2. Southeast Missouri State University      Contact: Marsha Blanchard  
1230 1<sup>st</sup> Street, Kennett MO 63857  
Phone: 573-888-0513**
  
- 3. Three Rivers Community College      Contact: Kathy Ballard  
1002 Great West Drive, Kennett MO 63857  
Phone: 573-888-6381**
  
- 4. Arkansas Northeast College      Contact: Courtney Cooper  
2501 South Division St. , Blytheville AR 72351  
Phone: 870-762-1020 Ext. 1607**
  
- 5. Arkansas State University      Contact: Tiffany Johnson  
Career Management Center  
Box 2490, State University AR 72467  
Phone: 870-972-3025**
  
- 6. Missouri Career Center      Contact: Cindy Hennen  
1100 South Bypass #2  
Kennett, MO 63857  
Phone: 573-888-4518**
  
- 7. Pollack Broadcasting Company      Contact: Perry Jones  
On-Air, Websites, Digital Media  
1303 Southwest Drive, Box 509, Kennett, MO 63857 573-888-4616**
  
- 8. Indeed – Employment Recruitment Website - [www.indeed.com](http://www.indeed.com)**

**POLLACK BROADCASTING CO.**

**EEO PUBLIC INSPECTION FILE REPORT**

**FEBRUARY 1, 2023 – JANUARY 31, 2024**

**EMPLOYMENT UNIT FOR STATIONS**

**KBOA(AM), KENNETT, MO. FAC. ID 33674**  
**KBOA(FM), PIGGOTT, AR. FAC. ID 33673**  
**KCRV(AM), CARUTHERSVILLE, MO. FAC.ID 53976**  
**KCRV(FM), CARUTHERSVILLE, MO. FAC.ID 53977**  
**KMIS(FM), GIDEON, MO. FAC.ID 164227**  
**KMIS(AM), PORTAGEVILLE, MO. FAC.ID 48550**  
**KTMO(FM), NEW MADRID, MO. FAC.ID 48549**  
**WGCQ(FM), HAYTI, MO. FAC.ID 64493**

**FULL TIME JOB VACANCIES FILLED BY STATIONS DURING REPORTING PERIOD**  
**0**

**PLACED IN PUBLIC FILE ANNUALLY ON ANNIVERSARY OF LICENSE RENEWAL**  
**APPLICATION FILING DEADLINE AND POSTED TO STATION WEBSITE**

- 1. Total number of interviewees for all full-time vacancies filled during the past year: 0**
- 2. Number of Full Time Jobs filled during the past year: 0**  
**Recruitment source for Full Time Jobs filled: 0**

**A list of all supplemental recruitment activities performed during the past year, with a brief description of each activity is attached hereto. See EEO Supplemental Recruitment Activities Worksheet on Page 2.**

## **EEO SUPPLEMENTAL RECRUITMENT ACTIVITIES WORKSHEET**

**As a station employment unit that employs more than five full-time employees and operates in small markets, this station employment unit must perform two supplemental recruitment activities every two years.**

**This station employment unit performed the following supplemental recruitment activity between February 1, 2023 and January 31, 2024:**

- 1. KTMO Farm Show and Job Fair, April 1, 2023. Pollack Broadcasting worked in conjunction with Piggott High School and their Future Farmers of America program at the Clay County Fairgrounds in Piggott. Students helped with our broadcast, some were involved in on-air interviews during the all day event. We answered questions about careers in the broadcasting industry and at Pollack Broadcasting. Pollack Broadcasting staff at the event were General Manager Perry Jones, group Operations Manager Monte Lyons, and Social Media and Video Director Tad Jones.**

**When Pollack Broadcasting Co. (“PBC”) does have job vacancies, it provides such information to the Missouri Broadcasters Association, Southeast Missouri State University, Three Rivers Community College, Arkansas Northeastern College, Arkansas State University, Missouri Career Center, as well as posting on Indeed Dot Com as well as over the air announcements and posts on the radio station websites and social media outlets. PBC also provides training to employees to prevent discrimination and allow for advancement to higher positions within the company.**

**POLLACK BROADCASTING COMPANY**

**KTMO-FM, KBOA-FM, KCRV-FM, KMIS-FM  
WGCQ-FM, KBOA-AM, KCRV-AM, KMIS-FM**

**EEO PUBLIC FILE REPORT  
FEBRUARY 1, 2023 – JANUARY 31, 2024**

**II  
MASTER RECRUITMENT SOURCE LIST**

- 1. Missouri Broadcasters Association      Contact: Rachael Heffner  
1025 Northeast Drive  
Jefferson City, MO 65109  
Phone: 573-636-6692**
- 2. Southeast Missouri State University      Contact: Marsha Blanchard  
1230 1<sup>st</sup> Street, Kennett MO 63857  
Phone: 573-888-0513**
- 3. Three Rivers Community College      Contact: Kathy Ballard  
1002 Great West Drive, Kennett MO 63857  
Phone: 573-888-6381**
- 4. Arkansas Northeast College      Contact: Courtney Cooper  
2501 South Division St. , Blytheville AR 72351  
Phone: 870-762-1020 Ext. 1607**
- 5. Arkansas State University      Contact: Tiffany Johnson  
Career Management Center  
Box 2490, State University AR 72467  
Phone: 870-972-3025**
- 6. Missouri Career Center      Contact: Cindy Hennen  
1100 South Bypass #2  
Kennett, MO 63857  
Phone: 573-888-4518**
- 7. Pollack Broadcasting Company      Contact: Perry Jones  
On-Air, Websites, Digital Media  
1303 Southwest Drive, Box 509, Kennett, MO 63857 573-888-4616**
- 8. Indeed – Employment Recruitment Website - [www.indeed.com](http://www.indeed.com)**

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**  
**2.(b), (ii)**

**The station's most recent EEO report is available on the KBOA website,  
[www.kboaradio.com](http://www.kboaradio.com).**

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**  
**2.b,(iii)**

**No full-time positions were filled during the period covered by the previous two EEO file reports.**

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**  
**2.b (iv)**

**No interviews were conducted during the period covered by the previous two EEO file reports.**

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**  
**2.b (v)**

**KBOA-FM conducted two recruitment initiatives during the period covered. The first was on Saturday, January 14<sup>th</sup> 2023 at the Greene County Fairgrounds in Paragould Arkansas. The station sponsored the event along with Greene County Tech High School. The event was held in conjunction with an auction, which brought a large crowd into the fairgrounds. Pollack Broadcasting staff were inside the exhibit building, where we did a remote broadcast from 9am until 3pm. Several of the students with the school helped with our broadcast, including on-air interviews and operating our broadcast equipment. We also talked about careers in broadcasting with Pollack Broadcasting and answered any questions students and the public had during the job fair. We also had several Paragould businesses participating, and they had exhibit booths set up inside the building to talk to the public. Pollack Broadcasting staff at the event were the station General Manager Perry Jones, the station's Operation's Manager Monte Lyons, the station's local sales manager Jeanie Graves and the station's Social Media and Video Streaming director Tad Jones.**

**KBOA-FM also sponsored an event on Saturday, April 1<sup>st</sup> 2023 at the Clay County Fairgrounds in Piggott Arkansas. The station teamed up with Piggott High School and worked directly with the Piggott Future Farmers of America chapter for this recruitment initiative. The FAA chapter was conducting their annual farm sale and auction, and brings a very large crowd into the fairgrounds for that event. Pollack Broadcasting had a location inside the exhibit building, where we met with students and the general public about career opportunities in broadcasting and at our group of stations. We also had the students participate with our on air activities during the event, both on the air during our remote breaks and also helping with our video streaming during the day. Staff at the event were the station's General Manager Perry Jones, the stations Operation's Manager Monte Lyons and the station's Social Media and Video Director Tad Jones.**

**The station had a total of five (5) full-time employees during this period, and the population of the market is less than 250,000. The station is required to perform two points of initiative activities within a two year period. Each year, and at any time that such circumstances may arise, we will participate in additional recruitment initiatives. As an example, after the sudden closing of the largest aluminum manufacturing facility in the United States, which is in our coverage area, we teamed with the local Chamber of Commerce for an emergency job fair, trying to help those employees who were suddenly out of employment an opportunity to meet with area businesses and government agencies for assistance. The two initiatives listed were very successful, and it helped high school students have a better understanding of broadcasting, as well as the advancements in radio broadcasting as it expands into social media and video streaming. The documentation provided are the station's on-air log sheets for the date's specified which show the times of our live remote breaks during the event in Paragould and also at the event in Piggott Arkansas.**

# KBOA-FM Program Log

## Saturday, January 14, 2023

LogTime	CopyID	Description	Length	SchedTimes
5:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
5:16:00 AM	8747	First State Community Bank Portageville - TJ	:30	12:00 AM - 11:59 P
5:16:00 AM	1416	NHC	:30	12:00 AM - 11:59 P
5:16:00 AM	1010	Delta Auto Parts & Salvage - Ed	:30	12:00 AM - 11:59 P
6:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
6:16:00 AM	5420	Wayne Chiropractic	:30	06:00 AM - 10:00 P
6:16:00 AM	3569	Wilcoxson's Home Place	:30	06:00 AM - 11:59 P
6:16:00 AM	1945-01	Dept of Natural Resources	:30	04:30 AM - 11:59 P
7:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
7:16:00 AM	1899K	McDonalds of Dyersburg	:30	06:00 AM - 07:00 P
7:16:00 AM	3569	Wilcoxson's Home Place	:30	12:00 AM - 11:59 P
7:16:00 AM	1291	First Missouri Bank of SEMO - PJ	:30	06:00 AM - 10:00 P
8:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
8:16:00 AM	1407	City Light Gas & Water	:30	06:00 AM - 10:00 P
8:16:00 AM	1946K	Pelts, McMullan, Edgington & Morgan	:30	06:00 AM - 10:00 P
8:16:00 AM	1945-01	Dept of Natural Resources	:30	04:30 AM - 11:59 P
9:05:00 AM		<b>Pollack Job Fair Remote Break</b>	5:00	09:00 AM-03:00 P
9:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
9:16:00 AM	1629	SEMO Health Net	:30	06:00 AM - 10:00 P
9:16:00 AM	1012-02	Glen Sain	:30	06:00 AM - 10:00 P
9:16:00 AM	1010	Delta Auto Parts & Salvage - Ed	:30	12:00 AM - 11:59 P
9:35:00 AM		<b>Pollack Job Fair Remote Break</b>	5:00	09:00 AM-03:00 P
10:05:00 AM		<b>Pollack Job Fair Remote Break</b>	5:00	09:00 AM-03:00 P
10:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
10:16:00 AM	1429K	American Elite Reality	:30	06:00 AM - 10:00 P
10:16:00 AM	1291	First Missouri Bank of SEMO - PJ	:30	06:00 AM - 10:00 P
10:16:00 AM	1416	NHC	:30	12:00 AM - 11:59 P
10:35:00 AM		<b>Pollack Job Fair Remote Break</b>	5:00	09:00 AM-03:00 P
11:05:00 AM		<b>Pollack Job Fair Remote Break</b>	5:00	09:00 AM-03:00 P
11:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
11:16:00 AM	2090	M2 Outdoors	:30	05:00 AM - 11:59 P
11:16:00 AM	1162S	Danny Glass Pemiscot Dunklin Electric Commissio	:30	06:00 AM - 10:00 P
11:16:00 AM	8747	First State Community Bank Portageville - TJ	:30	12:00 AM - 11:59 P
11:35:00 AM		<b>Pollack Job Fair Remote Break</b>	5:00	09:00 AM-03:00 P
12:05:00 PM		<b>Pollack Job Fair Remote Break</b>	5:00	09:00 AM-03:00 P
12:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
12:16:00 PM	1407	City Light Gas & Water	:30	06:00 AM - 10:00 P
12:16:00 PM	1561	Kennett Trust Bank - K	:30	06:00 AM - 10:00 P
12:16:00 PM	1708	Piggott Community Hospital	:30	06:00 AM - 10:00 P

# KBOA-FM Program Log

## Saturday, January 14, 2023

LogTime	CopyID	Description	Length	SchedTimes
12:35:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
1:05:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
1:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
1:16:00 PM	7019-05	Baker Implement - TJ	:30	06:00 AM - 07:00 P
1:16:00 PM	1629	SEMO Health Net	:30	06:00 AM - 10:00 P
1:16:00 PM	8747	First State Community Bank Portageville - TJ	:30	12:00 AM - 11:59 P
1:35:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
2:05:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
2:16:00 PM	1708A	Piggott Community Hospital	:60	06:00 AM - 10:00 P
2:16:00 PM	3569	Wilcoxson's Home Place	:30	05:00 AM - 11:59 P
2:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
2:35:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
3:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
3:16:00 PM	7019-05	Baker Implement - TJ	:30	06:00 AM - 07:00 P
3:16:00 PM	1561	Kennett Trust Bank - K	:30	06:00 AM - 10:00 P
3:16:00 PM	5420	Wayne Chiropractic	:30	06:00 AM - 10:00 P
4:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
4:16:00 PM	2090	M2 Outdoors	:30	05:00 AM - 11:59 P
4:16:00 PM	3569	Wilcoxson's Home Place	:30	06:00 AM - 11:59 P
4:16:00 PM	1012-04	Glen Sain	:30	06:00 AM - 10:00 P
5:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
5:16:00 PM	8747	First State Community Bank Portageville - TJ	:30	06:00 AM - 10:00 P
5:16:00 PM	1271	Ellington Insurance	:60	12:00 AM - 11:59 P
6:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
6:16:00 PM	1899K	McDonalds of Dyersburg	:30	06:00 AM - 07:00 P
6:16:00 PM	1271	Ellington Insurance	:60	12:00 AM - 11:59 P
7:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
7:16:00 PM	2090	M2 Outdoors	:30	05:00 AM - 11:59 P
7:16:00 PM	8747	First State Community Bank Portageville - TJ	:30	06:00 AM - 10:00 P
7:16:00 PM	3569	Wilcoxson's Home Place	:30	12:00 AM - 11:59 P
8:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
8:16:00 PM	1429K	American Elite Reality	:30	06:00 AM - 10:00 P
8:16:00 PM	1271	Ellington Insurance	:60	12:00 AM - 11:59 P

# KBOA-FM Program Log

## Saturday, April 1, 2023

LogTime	CopyID	Description	Length	SchedTimes
5:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
5:16:00 AM	2090	M2 Outdoors	:30	12:00 AM - 11:59 P
5:16:00 AM	1291	First Missouri Bank of SEMO - PJ	:30	12:00 AM - 11:59 P
5:16:00 AM	1097	Harris Pharmacy	:30	12:00 AM - 11:59 P
6:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
6:16:00 AM	2063	Legacy Equipment	:30	06:00 AM - 11:59 P
6:16:00 AM	1328-05	State Farm Insurance	:30	06:00 AM - 11:59 P
6:16:00 AM	5420	Wayne Chiropractic	:30	06:00 AM - 11:59 P
7:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
7:16:00 AM	2063	Legacy Equipment	:30	06:00 AM - 11:59 P
7:16:00 AM	1924	Farm Credit of SE Missouri	:30	06:00 AM - 11:59 P
7:16:00 AM	5420	Wayne Chiropractic	:30	06:00 AM - 11:59 P
7:32:00 AM	5319	Red Barn Gardens	:60	06:00 AM - 09:00 P
7:32:00 AM	2212	Larry Boone, Director of Golf	:30	06:00 AM - 11:59 P
7:32:00 AM	3569	Wilcoxson's Home Place	:30	06:00 AM - 11:59 P
7:32:00 AM	1909-10	Community Service Commission	:30	04:30 AM - 11:59 P
7:32:00 AM	1708	Piggott Community Hospital	:30	06:00 AM - 10:00 P
7:32:00 AM	7109	Senath State Bank	:30	06:00 AM - 11:59 P
8:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
8:16:00 AM	2616	Southeast Missouri State University of Kennett	:30	06:00 AM - 11:59 P
8:16:00 AM	1012-04	Glen Sain	:30	06:00 AM - 11:59 P
8:16:00 AM	7019-05	Baker Implement - TJ	:30	06:00 AM - 07:00 P
9:05:00 AM		<b>Pollack Job Fair Remote Break</b>	5:00	09:00 AM-03:00 P
9:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
9:16:00 AM	2131	Todd & Atwill LLC	:30	06:00 AM - 11:59 P
9:16:00 AM	1097	Harris Pharmacy	:30	06:00 AM - 11:59 P
9:16:00 AM	1291	First Missouri Bank of SEMO - PJ	:30	06:00 AM - 11:59 P
9:32:00 AM	5319	Red Barn Gardens	:60	06:00 AM - 09:00 P
9:32:00 AM	2075	Allgood's Towing	:30	06:00 AM - 11:59 P
9:32:00 AM	1909-10	Community Service Commission	:30	04:30 AM - 11:59 P
9:32:00 AM	7019-05	Baker Implement - TJ	:30	06:00 AM - 07:00 P
9:32:00 AM	1708	Piggott Community Hospital	:30	06:00 AM - 10:00 P
9:32:00 AM	1899K	McDonalds of Dyersburg	:30	06:00 AM - 07:00 P
9:35:00 PM		<b>Pollack Job Fair Remote Break</b>	5:00	09:00 AM-03:00 P
10:05:00 AM		<b>Pollack Job Fair Remote Break</b>	5:00	09:00 AM-03:00 P
10:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
10:16:00 AM	1561	Kennett Trust Bank - K	:30	06:00 AM - 11:59 P
10:16:00 AM	2131	Todd & Atwill LLC	:30	06:00 AM - 11:59 P
10:16:00 AM	2090	M2 Outdoors	:30	05:00 AM - 11:59 P

# KBOA-FM Program Log

## Saturday, April 1, 2023

LogTime	CopyID	Description	Length	SchedTimes
10:32:00 AM	2171	Southern Care & Comfort In Home Agency	:60	12:00 AM - 11:59 P
10:32:00 AM	2212	Larry Boone, Director of Golf	:30	06:00 AM - 11:59 P
10:32:00 AM	7109	Senath State Bank	:30	06:00 AM - 11:59 P
10:32:00 AM	1766	Duncan Sheet Metal Company	:30	06:00 AM - 11:59 P
10:32:00 AM	2075	Allgood's Towing	:30	06:00 AM - 11:59 P
10:32:00 AM	1924	Farm Credit of SE Missouri	:30	06:00 AM - 11:59 P
10:35:00 AM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
11:05:00 AM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
11:16:00 AM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
11:16:00 AM	2063	Legacy Equipment	:30	06:00 AM - 11:59 P
11:16:00 AM	1328-01	State Farm Insurance	:30	06:00 AM - 11:59 P
11:16:00 AM	5420	Wayne Chiropractic	:30	06:00 AM - 11:59 P
11:32:00 AM	1271	Ellington Insurance	:60	12:00 AM - 11:59 P
11:32:00 AM	3569	Wilcoxson's Home Place	:30	05:00 AM - 11:59 P
11:32:00 AM	1708	Piggott Community Hospital	:30	12:00 AM - 11:59 P
11:32:00 AM	7019-05	Baker Implement - TJ	:30	12:00 AM - 11:59 P
11:32:00 AM	1012	Glen Sain	:30	12:00 AM - 11:59 P
11:32:00 AM	1899K	McDonalds of Dyersburg	:30	12:00 AM - 11:59 P
11:35:00 AM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
12:05:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
12:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
12:16:00 PM	2063	Legacy Equipment	:30	06:00 AM - 11:59 P
12:16:00 PM	1012-06	Glen Sain	:30	06:00 AM - 11:59 P
12:16:00 PM	1899K	McDonalds of Dyersburg	:30	06:00 AM - 07:00 P
12:35:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
1:05:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
1:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
1:16:00 PM	2616	Southeast Missouri State University of Kennett	:30	06:00 AM - 11:59 P
1:16:00 PM	1561	Kennett Trust Bank - K	:30	06:00 AM - 11:59 P
1:16:00 PM	1097	Harris Pharmacy	:30	06:00 AM - 11:59 P
1:35:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
2:05:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
2:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
2:16:00 PM	1924	Farm Credit of SE Missouri	:30	06:00 AM - 11:59 P
2:16:00 PM	5420	Wayne Chiropractic	:30	06:00 AM - 11:59 P
2:16:00 PM	2212	Larry Boone, Director of Golf	:30	06:00 AM - 11:59 P
2:35:00 PM		Pollack Job Fair Remote Break	5:00	09:00 AM-03:00 P
3:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
3:16:00 PM	1561	Kennett Trust Bank - K	:30	06:00 AM - 11:59 P
3:16:00 PM	2090	M2 Outdoors	:30	05:00 AM - 11:59 P
3:16:00 PM	1944	NEA Baptist Hospital	:30	06:00 AM - 10:00 P
4:16:00 PM	4205	Paragould Cinema 8 - ML	:60	12:00 AM - 11:59 P
4:16:00 PM	1328-02	State Farm Insurance	:30	06:00 AM - 11:59 P

**EEO AUDIT RESPONSE  
KBOA-FM PIGGOTT ARKANSAS  
2.b (vi)**

**KBOA-FM has no pending or resolved complaints during the Unit's current license term.**

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**  
**2.b (vii)**

**The General Manager is responsible with implementation and enforcement of all EEO policies and procedures, and is responsible for notification of all job openings at Pollack Broadcasting, as well as interviewing the applicants for job positions with the company. The company office manager is also present at each interview conducted at Pollack Broadcasting. Each applicant is informed of our EEO policies at the time of their interview, and those policies are also included in any job announcement that is distributed to the recruitment sources.**

**Pollack Broadcasting operates with five full time employees, and at any time when we have a job opening, the station General Manager will also notify all full and part-time employees of the job opening should they wish to be considered and apply for the new position. All current full-time and part time employees are aware of Pollack Broadcasting's EEO Policies, which are reviewed with all full-time and part time employees during an annual staff meeting in December of each year, and at which time they may ask in a group setting about such policies. All current staff, both full-time and part time, may ask the station General Manager at any time about any concerns or issues regarding Pollack Broadcasting's EEO Policies.**

**It is the policy of the Company to provide equal employment opportunities to all employees and employment applicants without regard to unlawful considerations of race, religion, creed, color, national origin, sex, pregnancy, sexual orientation, gender identity, age, ancestry, physical or mental disability, genetic information, marital status or any other classification protected by applicable local, state or federal laws. This policy prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. This policy applies to all aspects of employment, including, but not limited to, hiring, job assignment, working conditions, compensation, promotion, benefits, scheduling, training, discipline and termination.**

**The Company expects all employees to support our equal employment opportunity policy, and to take all steps necessary to maintain a workplace free from unlawful discrimination and harassment and to accommodate others in line with this policy to the fullest extent required by law.**

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**  
**2.b (viii)**

**Pollack Broadcasting makes a continuous effort to find new and effective ways to notify the general public of job openings at our company. The station General Manager, along with the office manager and station ownership review our current recruitment sources and look for any new sources that may be available in January and July of each year. We have found that the Indeed recruitment website has been the most effective outlet that we use, but we also utilize on-air announcements, social media posts and the station websites. We also use the resources of the Missouri Broadcasters Association, Southeast Missouri State University, Three Rivers Community College, Arkansas Northeastern College, Arkansas State University, and the Missouri Career Center. We will add any new recruitment source that wishes to be notified of job openings at our radio stations, as we broadcast on-air announcements on a regular schedule regarding our search for recruitment sources.**

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**  
**2.b (ix)**

**The station General Manager and ownership will review in December of each year the current status of all full time employees, their current pay and benefit structure, and determine any increases in pay that might be applicable for each employee. At Pollack Broadcasting, our goal is to provide a very productive and fair atmosphere in which to work, and our pay structure is above average for our area. Because of that fact, our full time employees have been with the radio station on an average of 21 years.**

**It is the policy of the Company to provide equal employment opportunities to all employees and employment applicants without regard to unlawful considerations of race, religion, creed, color, national origin, sex, pregnancy, sexual orientation, gender identity, age, ancestry, physical or mental disability, genetic information, marital status or any other classification protected by applicable local, state or federal laws. This policy prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. This policy applies to all aspects of employment, including, but not limited to, hiring, job assignment, working conditions, compensation, promotion, benefits, scheduling, training, discipline and termination.**

**The Company expects all employees to support our equal employment opportunity policy, and to take all steps necessary to maintain a workplace free from unlawful discrimination and harassment and to accommodate others in line with this policy to the fullest extent required by law. For example, the Company will make reasonable accommodations for employees' observance of religious holidays and practices unless the accommodation would cause an undue hardship on the Company's operations. If you desire a religious accommodation, you are required to make the request in writing to your manager as far in advance as possible. You are expected to strive to find co-workers who can assist in the accommodation and cooperate with the Company in seeking and evaluating alternatives.**

**Moreover, in compliance with the Americans with Disabilities Act (ADA), the Company provides reasonable accommodations to qualified individuals with disabilities to the fullest extent required by law. The Company may require medical certification of both the disability and the need for accommodation. Keep in mind that the Company can only seek to accommodate the known physical or mental limitations of an otherwise qualified individual. Therefore, it is your responsibility to come forward if you are in need of an accommodation. The Company will engage in an interactive process with the employee to**

**identify possible accommodations, if any will help the applicant or employee perform the job.**

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**  
**2.b (x)**

**Pollack Broadcasting and KBOA-FM is not a religious broadcaster.**

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**  
**2.b (c)**

**The text below is from the Pollack Companies Employee Handbook regarding our EEO Policies. Each new hire, without regard to employee's classification, is given a copy of the employee manual, and they are required to sign the last page to acknowledge their receipt and understanding of the information given to them.**

**2.2 Equal Employment Opportunity & Americans with Disabilities Act.**

It is the policy of the Company to provide equal employment opportunities to all employees and employment applicants without regard to unlawful considerations of race, religion, creed, color, national origin, sex, pregnancy, sexual orientation, gender identity, age, ancestry, physical or mental disability, genetic information, marital status or any other classification protected by applicable local, state or federal laws. This policy prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. This policy applies to all aspects of employment, including, but not limited to, hiring, job assignment, working conditions, compensation, promotion, benefits, scheduling, training, discipline and termination.

The Company expects all employees to support our equal employment opportunity policy, and to take all steps necessary to maintain a workplace free from unlawful discrimination and harassment and to accommodate others in line with this policy to the fullest extent required by law. For example, the Company will make reasonable accommodations for employees' observance of religious holidays and practices unless the accommodation would cause an undue hardship on the Company's operations. If you desire a religious accommodation, you are required to make the request in writing to your manager as far in advance as possible. You are expected to strive to find co-workers who can assist in the accommodation (e.g. trade shifts) and cooperate with the Company in seeking and evaluating alternatives.

Moreover, in compliance with the Americans with Disabilities Act (ADA), the Company provides reasonable accommodations to qualified individuals with disabilities to the fullest extent required by law. The Company may require medical certification of both the disability and the need for accommodation. Keep in mind that the Company can only seek to accommodate the known physical or mental limitations of an otherwise qualified individual. Therefore, it is your responsibility to come forward if you are in need of an accommodation. The Company will engage in an interactive process with the employee to identify possible accommodations, if any will help the applicant or employee perform the job.

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**  
**3.**

**KBOA-FM does not have any time brokerage agreements.**

**EEO AUDIT RESPONSE**  
**KBOA-FM Piggott Arkansas**

**4.**

**(a.) (b.) (c)**

**KBOA-FM does not broker time at any other broadcast facility.**