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**KMCK-FM, KKEG-FM, KQSM-FM, KYNG-AM, KAMO-FM, KFAY-AM,
KRMW-FM**

EEO PUBLIC FILE REPORT

February 1, 2018 – January 31, 2019

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.symplicity.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
10	Multicultural Center of North West Arkansas PO Box 2035 Springdale, AR 72765	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
22	On-Air Announcements (<i>all SEU stations</i>)	No	3
23	Cumulus Business Managers BM@cumulus.com	No	0
24	Word-of-Mouth Referral	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Walk-In/Self-Referral	No	0
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.craigslis.org	No	0
30	Station Website Postings (<i>one or more SEU stations</i>)	No	0
31	Putting Arkansas Back to Work Job Fair (<i>see Section III</i>)	No	0
32	Indeed Website www.indeed.com	No	3
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	3
37	Job Fair - Goodwill Fort Smith Goodwill Industries of AR	No	3
38	Re-Hire Former Employee	No	2
39	Cumulus Job Board Website www.cumulus.hrmdirect.com	No	0
40	Monster Website www.monster.com	No	0
41	Glass Door Website www.glassdoor.com	No	0
42	Link Up Website www.linkup.com	No	0
43	Cumulus Facebook page	No	0
44	Ziprecruiter www.ziprecruiter.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	Cumulus Talent Network www.myworkday.com/cumulus	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	During 2018 our SEU took part in a shadowing program for high school aged students with Arkansas Support Network. This is a School-to-Work Transition program for students with special learning needs. Students toured the business office, radio studios, and had Q & A sessions with Operations Manager, Production Director, and On-Air Talent.
2	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	In May 2018, our SEU hosted a Farmington Middle School student through a day of job shadowing. Student was hosted from 8a-12p and had one-on-one teaching from on-air staff, Promotions department, Production Director, and Market Manager.
3	Sponsored Job Fair	On January 2, 2019, our SEU conducted a Hiring Event through Goodwill Industries of Arkansas in Fayetteville, AR. Market Manager and Promotions Director attended. Employment information, station pamphlets, and job applications were distributed for Account Executive, Board Op, and Promotions Assistant positions.
4	Sponsored Job Fair	On January 8, 2019, our SEU conducted a Hiring Event through Goodwill Industries of Arkansas in Fort Smith, AR. Market Manager and Sales Manager attended. Employment information, station pamphlets, and job applications were distributed for Account Executive, Board Op, and Promotions Assistant positions.