

KAKS-FM, KFMD-FM, KCYT-FM, KFMD-AM, KUOA-AM
EEO Public File Report
February 1, 2014 - January 31, 2015

I. Vacancy List

See Section II the "Master Recruitment Source List" ("MRSL")

Job Title	Recruitment Source ("RS") Used to Fill Vacancy	RS Referring Hiree
Traffic Director	6	6, 14
Production Director	13	13, 14

KAKS-FM, KFMD-FM, KCYT-FM, KFMD-AM, KUOA-AM**EEO Public File Report**

February 1, 2014 - January 31, 2015

II. Master Recruitment Source List ("MRSL")

RS #	Recruiting Source ("RS") Information	Source Entitled to Vacancy Notification (Y/N)	# of Interviews Referred by RS
1	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone: 852 2525 0555 Url : http://www.recruit.net Open hire source	Y	0
2	Northwest Technical Institute PO Box 2000 Springdale, AR 72765 Phone : 479-751-8824 Email : mbecker@nwti.edu Maria Becker	N	0
3	American Broadcasting School 712 N. Watson Rd Arlington, AR 76011 Phone: 817-695-2474 E-Mail: Michelle@radioschool.com Michelle McConnell	Y	0
4	Hispanic Woman's Organization 614 E. Emma Ave Springdale, AR 72764 Phone: (479) 751-9494 http://www.hwoa.org Margarita Solórzano	N	0
5	National Hispanic Media Coalition 55 S. grand Ave Pasadena, CA Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	Y	0
6	Employee Referral	N	3

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II. Master Recruitment Source List ("MRSL")

RS #	Recruiting Source ("RS") Information	Source Entitled to Vacancy Notification (Y/N)	# of Interviews Referred by RS
7	NAACP PO Box 25314 Little Rock, AR 72211 Phone : 501-376-3799 Dale Charles Manual Posting	N	0
8	John Brown University 2000 West University St. Siloam Springs, AR 72761 Email : cdc@jbu.edu Phone : 479-524-7282 Chris Confer	Y	1
9	Indeed 7501 North capital of Texas HWY Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Open Hire source	Y	0
10	University of Arkansas Career Center ARKU 607 Fayetteville, AR 72701 Phone: 479-525-2805 recruit@uark.edu Brian Pracht	Y	2
11	NWA dept. of Workforce Services 2143 W. MLK Blvd. Fayetteville, AR 72701 479-521-5730 E-Mail: Michelle@radioschool.com Kenya Purifoy	N	1
12	Station Website	Y	2
13	Non-Employee Referral	N	3
14	Facebook Post	Y	4

**KAKS-FM, KFMD-FM, KCYT-FM, KFMD-AM, KUOA-AM
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III. Recruitment Initiatives

	Date	Type of Recruitment Initiative	Brief Description of Activity	# of Participants	Participant Title
1		Station off-site event where we sat up a job booth for the purposes to gather applicants for positions	Job Booth at our "Taste of Home Cooking School" held at the Springdale Civic Center	3	General Manager Account Exec Program Director
2	3/1/2014	Established an intern program designed to assist the community and teach students about broadcasting	Paid internship for current college students that are in a field that is applicable for our industry	3	General Manager Sales Manager Program Director
3	3/27/2014	Job Fair held in Springdale, AR	Set up a booth at the Springdale Convention Center at the Springdale Chamber of Commerce Job Fair	3	General Manager Account Exec Program Director
4	9/11/2014	Job Fair held in Springdale, AR	Set up a booth at the John Q. Hammonds Center at the Rogers Chamber of Commerce Job Fair	3	General Manager Account Exec Program Director

Hog Radio 2013 Equal Employment Opportunity Annual Report

Hog Radio, Inc. is an equal opportunity employer:

At Hog Radio, Inc. we are committed to recruiting and retaining diverse talent by creating an environment that integrates diversity and inclusion in all aspects of our business. Our company is enriched and made more effective through representation of diverse experience, backgrounds, ethnicity, education, sexual orientation and regional and cultural orientation. Hog Radio, Inc. is an Equal Opportunity Employer where women and minorities are encouraged to apply.

Hog Radio, Inc. website recruitment alert:

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for Hog Radio, Inc. please provide us with the name, mailing address, e-mail address (if applicable), telephone number, fax number, and contact person and identify the category or categories of vacancies for which you would like information specified above to the following person at Hog Radio, Inc.:

Dan Storrs
2250 W. Sunset Suite 3
Springdale, AR 72762
(479) 303-2034

It is the policy of Hog Radio, Inc. to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions.

As per the payroll period ending January 31, 2014, radio stations KAKS-FM, KFMD-FM, KFMD-AM, KCYT-FM and KUOA-AM has nine (9) full time positions consisting of:

Full-Time Employees

- 1 – General Manager (White – Male)
- 2 – Program Directors (White – Male, Black - Male)
- 1 – Traffic Director (Native American – Female)
- 1 – Production Director (White – Male)
- 4 – Account Executives (2 White – Females, 2 White Males)

Three (3) part-time position

- 2 – On-air Personalities (1 – Black Male, 1 – White Male)
- 1 – Board Operator (White – Male)

There were five (6) full-time hires in 2013.

Program Director – Hired from recruitment advertisement on Allaccess.com. (*See attached addendum 1 for copy of job post.) Position was filled 4/16/13.

Program Director – Hired from advertisement on KAKS as employee was promoted from within the organization. (*See attached addendum 2 for copy of radio script) Position filled 6/1/13

Show Host – Hired through intern program with University of Arkansas. Position filled 8/1/13

Account Executive – Hired through recruitment advertisement on radio station KAKS. (*See attached addendum 3 for copy of radio script.) Position filled 4/1/13

Account Executive – Hired through recruitment initiative at station remote broadcast and advertisement on radio station KFMD-FM. (*See attached addendum 4 for copy of job post.) Position filled 10/1/13

Traffic Director – Hired through recruitment initiative at station remote broadcast. Position filled 10/16/13

There was one (1) part-time hire in 2013.

During the last 12 months, the station engaged in the following EEO initiatives:

- Took part of 2 separate job fairs in Northwest Arkansas.
 - Friday March 22 at the Springdale Convention Center in association with the Springdale Chamber of Commerce.
 - Tuesday September 17 at the John Q Hammonds Center in Rogers in association with the Rogers Chamber of Commerce.
- Distributed information about careers in the broadcast field during live remote broadcasts and community outreach.
 - Resulted in fourteen (14) applications, five (5) interviews and three (3) full time hires.
- Distributed intern information to colleges: University of Arkansas and John Brown University.
 - Resulted in one (1) full time hires.
- Radio advertising on stations KAKS, KFMD-FM, KFMD-AM. (Addendum 2 and 3 attached)
 - Resulted in thirteen (13) applications, five (5) interviews and two (2) full-time hires.
- Advertising in national trade websites. (Addendum 1 and 4 attached)
 - Sites that were utilized include: allaccess.com
 - ✓ Resulted in fifty eight (58) applications, fourteen (14) interviews and one (1) hire.
 - amfmjobs.com
 - ✓ Resulted in twenty two (22) applications, six (6) interviews and zero (0) hires.
 - rab.com
 - ✓ Resulted in sixteen (16) applications, three (3) interviews and zero (0) hires.

Addendum 1 – Classic Hits Program Director

Hog Radio, Inc. in Fayetteville, AR is searching for a star to lead our Classic Hits station. KFMD-FM is almost 1 year old and we need the right person to take it to the next level. Classic Hits format experience would be nice but is not a must, NexGen and Selector/Linker experience a plus. The position will include an on-air shift and some promotions background would be beneficial.

Qualified candidates will be well organized, have the ability to lead a local staff, be a forward thinker, have the ability to work with sales, have a proven track record of winning and be willing to put in the necessary hours to win in this competitive market.

Please email resume, air-check, and references with subject line KFMD-FM PD Opening to:

Dan@HogRadio.com

Hog Radio, Inc. is an EOE. No phone calls please.

Hog Radio, Inc. is an Equal Opportunity Employer (EEO).

Addendum 2 – On-Air

HI THIS IS DAN STORRS GENERAL MANAGER OF HOG RADIO, INC. WE'RE GROWING AND ARE LOOKING FOR ON-AIR ANNOUNCERS FOR OUR NEWEST RADIO STATION THAT IS COMING SOON. DO YOU HAVE PREVIOUS ON AIR EXPERIENCE OR HAVE YOU BEEN TOLD THAT YOU HAVE A VOICE FOR RADIO, WELL I WANT TO TALK TO YOU. SEND YOUR RESUME AND COVER LETTER TO ME PERSONALLY AT DAN@HOGRADIO.COM, THAT'S DAN@HOGRADIO.COM. HOG RADIO INC IS AN EQUAL OPPORTUNITY EMPLOYER.

Addendum 3 – Account Executive

HI THIS IS DAN STORRS GENERAL MANAGER OF HOG RADIO, INC. WE'RE GROWING AND ARE LOOKING FOR TALENTED SALES PEOPLE THAT CAN HELP US CONTINUE TO GROW. ARE YOU MOTIVATED, WITH A STRONG WORK ETHIC AND A DESIRE TO SUCCEED, IF SO I WANT TO TALK TO YOU. SEND A RESUME AND COVER LETTER TO ME PERSONALLY AT DAN@HOGRADIO.COM, THAT'S DAN@HOGRADIO.COM AND LET'S START THE NEW YEAR TOGETHER ON A WINNING TEAM. HOG RADIO INC IS AN EQUAL OPPORTUNITY EMPLOYER.

Account Executive

by [radiodan11](#) » Fri Mar 1, 2013 4:31 pm

Hog Radio Inc. currently has an exciting career opportunity for an ACCOUNT EXECUTIVE to join the Sales Department of the Hog Sports Radio Network in beautiful Fayetteville, AR. The successful candidate will be responsible for increasing revenue and sales growth by cultivating relationships with prospective clients and ensuring existing client satisfaction.

This is a unique opportunity for the right person that believes in selling results not numbers. The Hog Sports Radio Network is a cluster of stations that delivers the #1 local sports talk in the midst of Arkansas Razorback nation. We carry Razorback football and basketball as well as the best local sports lineup in NW Arkansas. We are not looking for just anyone... you'll need to be highly motivated, a self-starter, and always looking for new selling opportunities. Past experience in sales is preferred, but not required. If you are a sports fan and understand the passion that goes along with SEC sports then you understand how powerful the Hog Sports Radio Network can be. The ability to work well under time-constraints, thrive in a dynamic environment, and be open-minded toward new marketing concepts is essential.

To apply for this position, please submit a cover letter and resume to:

Dan@hogsportsradio.com

No phone calls please. Hog Radio Inc. is an EOE.

Hog Radio 2012 Equal Employment Opportunity Annual Report

Hog Radio, Inc. is an equal opportunity employer:

At Hog Radio, Inc. we are committed to recruiting and retaining diverse talent by creating an environment that integrates diversity and inclusion in all aspects of our business. Our company is enriched and made more effective through representation of diverse experience, backgrounds, ethnicity, education, sexual orientation and regional and cultural orientation. Hog Radio, Inc. is an Equal Opportunity Employer where women and minorities are encouraged to apply.

Hog Radio, Inc. website recruitment alert:

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for Hog Radio, Inc. please provide us with the name, mailing address, e-mail address (if applicable), telephone number, fax number, and contact person and identify the category or categories of vacancies for which you would like information specified above to the following person at Hog Radio, Inc.:

Dan Storrs
2250 W. Sunset Suite 3
Springdale, AR 72762
(479) 303-2034

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As per the payroll period ending January 31, 2013, radio stations KAKS-FM, KFMD-FM, KFMD-AM and KUOA-AM has nine (9) full time positions consisting of:

Full-Time Management

- 1 – General Manager (White – Male)
- 1 – Program Director (White – Male)
- 1 – Traffic Director (White – Female)
- 1 – Production Director (White – Male)

Full-Time Employees

- 2 – Account Executives (2 White – Females)
- 3 – On-air personalities (2 Black – Males and 1 White Male)

One (1) part-time position

- 1 – Board Operator (White – Male)

There were five (5) full-time hires in 2012.

Program Director – Hired from recruitment advertisement on Allaccess.com.

Show Host – Hired through recruitment advertisement on radio station KAKS.

Show Host – Hired through recruitment advertisement on radio station KAKS.

Account Executive – Hired through recruitment initiative at station remote broadcast and advertisement on radio station KAKS.

Traffic Director – Hired through recruitment initiative at station remote broadcast.

There was one (1) part-time hire in 2012.

During the last 12 months, the station engaged in the following EEO initiatives:

- Distributed information about careers in the broadcast field during live remote broadcasts.
 - Resulted in ten (10) applications, four (4) interviews and two (2) full time hires.
- Distributed intern information to colleges.
 - Resulted in one (1) full time hires.
- Radio advertising on station KAKS.
 - Resulted in five (5) applications, five (5) interviews and four (4) full-time hires.
- Advertising in national trade websites.
 - Sites that were utilized include: allaccess.com
 - Resulted in eight (8) applications, four (4) interviews and zero (0) hires.
 - amfmjobs.com
 - Resulted in two (2) applications, two (2) interviews and zero (0) hires.
 - rab.com
 - Resulted in 6 applications, three (3) interviews and zero (0) hires.

Federal Communications Commission

FCC MB - CDBS Electronic Filing
Account number: 481491

Description: AMENDED 2011 & 2012 EEO REPORT HOG RADIO, INC.
Application Reference Number: 20120130ABP
Successfully filed at May 2 2012 6:05PM

Based on the information supplied, no fee is required.

[Menu](#)

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Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. -
<p>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</p> (To be filed with broadcast license renewal application) Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee HOG RADIO, INC.		
Mailing Address 111 WESTWOOD DRIVE		
City DEQUEEN	State or Country (if foreign address) AR	Zip Code 71832 -
Telephone Number (include area code) 8706423637	E-Mail Address (if available) JAYBUNYARD@HOTMAIL.COM	
	Facility ID Number 35729	Call Sign KUOA
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

New Program Report
 Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KUOA	35729	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	SILOAM SPRINGS, AR	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)

KAKS	69858	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	HUNTSVILLE, AR	<input type="radio"/> Yes <input checked="" type="radio"/> No
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CONTACT PERSON IF OTHER THAN LICENSEE

Name FRANK R. JAZZO, ESQ.		Street Address 1300 NORTH 17TH STREET 11TH FLOOR	
City ARLINGTON	State VA	Zip Code 22209-	Telephone Number 7038120400

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? Yes No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent JAY W. BUNYARD
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Title PRESIDENT	Telephone No. (include area code) 8706423104
Date 1/29/2012	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: DAN STORRS	Title: GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: HOG RADIO, INC. 2010 & 2011 EEO PUBLIC FILE REPORTS

SEE ATTACHMENT-EXHIBIT 2

Attachment 2

Description
HOG RADIO 2010 & 2011 EEO AMENDED REPORT

Exhibit 3

Description: HOG RADIO NARRATIVE STATEMENT - EXHIBIT 3

AT HOG RADIO, INC. WE ARE COMMITTED TO RECRUITING AND RETAINING DIVERSE TALENT BY CREATING AN ENVIRONMENT THAT INTEGRATES DIVERSITY AND INCLUSION IN ALL ASPECTS OF OUR BUSINESS. OUR COMPANY IS ENRICHED AND MADE MORE EFFECTIVE THROUGH REPRESENTATION OF DIVERSE EXPERIENCE, BACKGROUNDS, ETHNICITY, EDUCATION, SEXUAL ORIENTATION AND REGIONAL AND CULTURAL ORIENTATION. DURING THE PAST 2 YEARS HOG RADIO INC. HAS TAKEN PART IN 4 DIFFERENT JOB FAIRS (2 PER YEAR) IN SPRINGDALE, AR AND FAYETTEVILLE, AR WITH EMPHASIS ON RECRUITING. HOG RADIO INC. HAS PLACED RECRUITMENT ADVERTISING ON NATIONAL WEBSITES (WWW.ALLACCESS.COM, WWW.AMFMJOBS.COM AND WWW.RAB.COM) AS WELL AS POSTING AVAILABLE POSITIONS ON WWW.HOGSPORTSRADIO.COM. HOG RADIO INC. ADVERTISED EVERY AVAILABLE POSITION WITH COMMERCIALS ON KAKS-FM AND KUOA-AM AS WELL.

Attachment 3

Hog Radio, Inc. KAKS Huntsville, AR and KUOA Siloam Springs, AR

2010 EEO Report for the period ending January 31, 2011

Hog Radio, Inc. is an Equal Opportunity Employer committed to recruiting diverse talent by creating an environment that integrates diversity and inclusion in all aspects of our business. Our company is enriched and made more effective through representation of diverse experience, backgrounds, ethnicity, education, sexual orientation and regional and cultural orientation. Hog Radio, Inc. encourages women and minorities to apply for all openings.

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for Hog Radio, Inc. KAKS KUOA, please provide your name, mailing address, email address, telephone number and fax number, or other contact information you may have or want to provide, as well as which job categories, or all categories, you would like to be notified about when there are openings, using the contact name and information below.

Dan Storrs, General Manager

Hog Radio, Inc.

KAKS Huntsville, AR – KUOA Siloam Springs, AR

2250 West Sunset, Suite 3

Springdale, AR 72762

Phone 479-303-2034

Fax 479-303-303-2037

dan@hogsportsradio.com

Page 2 Hog Radio, Inc. KAKS KUOA 2010 EEO Report

It is the policy of Hog Radio, Inc. to provide equal employment opportunity to all qualified individuals with regard to race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions.

As of January 31, 2011, Hog Radio, Inc. KAKS KUOA had ten (10) full time positions consisting of:

Full Time Management

1-General Manager, white male

1-Program Director, white male

1-Traffic Director, white female

1-Production Director, white male

Full Time Employees

4-Account Executives, 2 white males, 2 white females

2-Show Hosts, 1 black male and 1 white males

There Were Twelve (12) Full Time Hires in 2010 at Hog Radio, Inc. KAKS KUOA

1-Production Director-opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Four applicants were interviewed. Two of the applicants were as a result of on air announcements on KAKS and KUOA and two were a result of radio-info.com.

2-General Manager- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Three applicants were interviewed. All three of the applicants were a result of allaccess.com.

3-Show Host- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Three applicants were interviewed. All three applicants were a result of on air announcements on KAKS and KUOA.

4-Show Host- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Three applicants were interviewed. One applicant was a result of advertising on allaccess.com, one applicant was a result of advertising on hogsportsradio.com, and one applicant was a result of on air advertising on KAKS and KUOA.

5- Account Executive- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Two applicants were interviewed. One applicant was a result of allaccess.com and one the result of on air advertising on KAKS and KUOA.

6-Account Executive- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Four applicants were interviewed. Two applicants were a result of allaccess.com, one the result of advertising on radio-info.com, and one the result of on air advertising on KAKS and KUOA.

7-Account Executive- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Two applicants were interviewed. One applicant was the result of advertising on amfmjobs.com and one was the result of advertising on allaccess.com.

8-Account Executive- opening advertised on allaccess.com, radio-Info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Five applicants were interviewed. Three applicants were a result of on air advertising on KAKS and KUOA, one the result of advertising on allaccess.com, and one the result of advertising on hogsportsradio.com.

9-Account Executive- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Two applicants were interviewed. One applicant was the result of on air announcements on KAKS and KUOA and one applicant was the result of advertising on hogsportsradio.com.

10-Account Executive- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Three applicants were interviewed. One applicants was the result of advertising on allaccess.com, one applicant was a result of information given to a listener at a remote broadcast event of KAKS and KUOA, and one applicant was a result of on air announcements on KAKS and KUOA.

11- Account Executive- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Three applicants were interviewed. Two applicants were interviewed. One applicant was the result of advertising on radio-info.com, one was the result of on air announcements on KAKS and KUOA, and one was the result of advertising on hogsportsradio.com.

12-Traffic Director- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Six applicants were interviewed. Four applicants were a result of on air announcements on KAKS and KUOA, one was the result of advertising on allaccess.com and one was the result of advertising on hogsportsradio.com.

Initiatives

For the period ending January 31, 2011, Hog Radio, Inc. KAKS KUOA engaged in the following EEO initiatives:

Distributed information about careers in broadcasting at our studio and at remote broadcast events.

Distributed information about the intern program of the Arkansas Broadcasters Association, of which Hog Radio, Inc. KAKS KUOA participates, to John Brown University, University of Arkansas, Northwest Arkansas Community College and Northeastern State University at Tahlequah, Oklahoma.

Radio advertising on KAKS and KUOA.

Advertising on industry web sites, including www.allaccess.com, www.amfmjobs.com, www.radio-info.com, www.radioonline.com and www.rab.com.

Hog Radio, Inc. KAKS Huntsville, AR and KUOA Siloam Springs, AR

2011 EEO Report for the period ending January 31, 2012

Hog Radio, Inc. is an Equal Opportunity Employer committed to recruiting diverse talent by creating an environment that integrates diversity and inclusion in all aspects of our business. Our company is enriched and made more effective through representation of diverse experience, backgrounds, ethnicity, education, sexual orientation and regional and cultural orientation. Hog Radio, Inc. encourages women and minorities to apply for all openings.

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for Hog Radio, Inc. KAKS KUOA, please provide your name, mailing address, email address, telephone number and fax number, or other contact information you may have or want to provide, as well as which job categories, or all categories, you would like to be notified about when there are openings, using the contact name and information below.

Dan Storrs, General Manager

Hog Radio, Inc.

KAKS Huntsville, AR – KUOA Siloam Springs, AR

2250 West Sunset, Suite 3

Springdale, AR 72762

Phone 479-303-2034

Fax 479-303-303-2037

dan@hogsportsradio.com

It is the policy of Hog Radio, Inc. to provide equal employment opportunity to all qualified individuals with regard to race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions.

As of January 31, 2012, Hog Radio, Inc. KAKS KUOA had nine (9) full time positions consisting of:

Full Time Management

1-General Manager, white male

1-Program Director, white male

1-Traffic Director, white female

1-Production Director, white male

Full Time Employees

2-Account Executives, 2 white females

3-Show Hosts, 1 black male and 2 white males

2011 Hires at Hog Radio, Inc. KAKS KUOA

There Were Six (6) Full Time Hires in 2011

1-Production Director-opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Six applicants were interviewed. Four applicants were a result of advertising on allaccess.com and two applicants resulted from advertising on radio-info.com.

2-Account Executive- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. One applicant was interviewed as a result of announcements on KAKS and KUOA.

3-Show Host- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Two applicants were interviewed. Both applicants were a result of announcements on KAKS and KUOA.

4-Show Host- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Four applicants were interviewed. Two of the applicants were a result of advertising on allaccess.com, one the result of advertising on radio-info.com, and one the result of advertising on hogsportsradio.com.

5-Account Executive- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Two applicants were interviewed. Both applicants were a result of announcements on KAKS and KUOA.

6-Account Executive- opening advertised on allaccess.com, radio-info.com, hogsportsradio.com, and on air announcements on KAKS and KUOA. Three applicants were interviewed. One applicant was a result of advertising on allaccess.com, one applicant was a result of advertising on hogsportsradio.com, and one applicant was a result of announcements on KAKS and KUOA.

Initiatives

For the period ending January 31, 2012, Hog Radio, Inc. KAKS KUOA engaged in the following EEO initiatives:

Distributed information about careers in broadcasting at our studio as well as at remote broadcast events.

Distributed information about the intern program of the Arkansas Broadcasters Association, of which Hog Radio, Inc. KAKS KUOA participates, to John Brown University, University of Arkansas, Northwest Arkansas Community College and Northeastern State University at Tahlequah, Oklahoma.

Radio advertising on KAKS and KUOA.

Advertising on industry web sites, including www.allaccess.com, www.amfmjobs.com, www.radio-info.com, www.radioonline.com and www.rab.com.