

**KAAY(AM), KLAL(FM), KURB(FM), KARN-FM, KIPR(FM), KFOG(AM),  
KARN(AM)**

**EEO PUBLIC FILE REPORT  
February 1, 2022 – January 31, 2023**

**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>
Account Executive	1-44	1

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**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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	1
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	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>
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Arkansas Workforce Center at Little Rock</b> 5401 South University 501-682-7719 <a href="mailto:lee.bland@arkansas.gov">lee.bland@arkansas.gov</a> <a href="mailto:william.craton@arkansas.gov">william.craton@arkansas.gov</a>	N	0
31	<b>Arkansas Workforce Center at Lonoke</b> 902 North Center 501-676-2721 <a href="mailto:dorine.smith@capdd.org">dorine.smith@capdd.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	<b>Arkansas Workforce Center at Benton</b> 400 Edison Avenue 501-315-7702 <a href="mailto:lee.bland@arkansas.gov">lee.bland@arkansas.gov</a> <a href="mailto:orlando.freeman@capdd.org">orlando.freeman@capdd.org</a>	N	0
33	<b>Arkansas Workforce Center at Cabot</b> 1 City Plaza 501-941-2185 <a href="mailto:russell.cook@arkansas.gov">russell.cook@arkansas.gov</a>	N	0
34	<b>Arkansas Workforce Center at North Little Rock Pulaski County</b> 324 W Pershing Boulevard 501-376-4119 <a href="mailto:cynthia.terry@capdd.org">cynthia.terry@capdd.org</a>	N	0
35	<b>Goodwill Industries of Arkansas</b> 1110 W. 7th Sreet 501-372-5100 <a href="mailto:scroom-raley@goodwillar.org">scroom-raley@goodwillar.org</a>	N	0
36	<b>Arkansas Workforce Center at Jacksonville</b> #2 Crestview Plaza 501-982-3835 <a href="mailto:charles.danner@arkansas.gov">charles.danner@arkansas.gov</a>	N	0
37	<b>Goodwill Industries of Arkansas, Inc. - Benton</b> 1716 Military Road <a href="mailto:bitzkowitz@goodwillar.org">bitzkowitz@goodwillar.org</a>	N	0
38	<b>Arkansas Department of Veterans Affairs</b> 2200 Fort Roots Drive 501-370-3820 <a href="mailto:kevin.steele@sos.arkansas.gov">kevin.steele@sos.arkansas.gov</a> <a href="mailto:loreen.orage@va.gov">loreen.orage@va.gov</a>	N	0
39	<b>Central Arkansas Disability Service Inc</b> 201 W. Broadway 501-537-1080 <a href="mailto:pcross@cadsync.net">pcross@cadsync.net</a>	N	0
40	<b>National Association of Women in Construction - Chapter 12</b> 717 W 7th Street C/O Todays Office 501-375-5050 <a href="mailto:shelly.gough@hancockstaffing.com">shelly.gough@hancockstaffing.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	<b>UALR Office of Cooperative Education</b> 2801 South University Avenue 501-569-3584 <a href="mailto:jwmason@ualr.edu">jwmason@ualr.edu</a>	N	0
42	<b>American Indian Center of Arkansas</b> 1100 N University 501-666-9032 <a href="mailto:lbethards@arindianctr.org">lbethards@arindianctr.org</a> <a href="mailto:nyork@arindianctr.org">nyork@arindianctr.org</a>	N	0
43	<b>Wounded Warrior Project</b> 615-782-7226 <a href="mailto:hpeck@woundedwarriorproject.org">hpeck@woundedwarriorproject.org</a> <a href="mailto:jmoore@woundedwarriorproject.org">jmoore@woundedwarriorproject.org</a>	N	0
44	<b>Central Arkansas Development Council, Inc (CADC)</b> 321 Edison Avenue, PO Box 580 501-778-1133 <a href="mailto:lcogburn@cadc.com">lcogburn@cadc.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			1

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i>. This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.</p>