

**KLAL(FM), KIPR(FM), KURB(FM), KAAV(AM),  
KARN(AM), KARN-FM, KFOG(AM)  
EEO PUBLIC FILE REPORT  
February 1, 2021 - January 31, 2022<sup>1</sup>**

**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	1-23, 25, 29, 33-49	29
Account Executive	1-23, 25, 29, 33-49	25
Sales Assistant	22-23, 25, 29, 33-49	25
On-Air Host	2-23, 25, 29, 33-49	25

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<sup>1</sup> Cumulus provides services to The Last Bastion Station Trust, LLC’s, Stations KOKY(FM), Sherwood, Arkansas, and KPZK-FM, Cabot, Arkansas, pursuant to a Facilities and Services Agreement. These Stations have its own employees which are under the control of The Last Bastion Station Trust, LLC. Further, this Report was revised in December 2023 to address reporting issues.

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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>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	2
2	<a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	No	0
3	<a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	No	0
4	<a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	No	0
5	<a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	No	0
6	<a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	No	0
7	<a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	No	0
8	<a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	No	0
9	<a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	No	0
10	<a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	No	0
11	<a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	No	0
12	<a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	No	0
13	<a href="http://www.hireblacknow.com/">www.hireblacknow.com/</a>	No	0
14	<a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	No	0
15	<a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	No	0
16	<a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	No	0
17	<a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	No	0
18	<a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	No	0
19	<a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	No	0
20	<a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	No	0
21	<a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	No	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>
22	<b>Indeed Website</b> (not directly contacted by SEU) <a href="http://www.indeed.com">www.indeed.com</a>	No	2
23	<b>Glassdoor</b> (not directly contacted by SEU) <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
24	<b>SEU Job Fairs</b> (see Section III)	No	0
25	<b>Employee Referral</b>	No	3
26	<b>Walk In/Self-Referral</b>	No	0
27	<b>Client/Outside Referral</b>	No	0
28	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
29	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmediajobs.net">www.cumulusmediajobs.net</a>	No	18
30	<b>Internal Transfer/Promotion</b>	No	0
31	<b>LinkedIn</b> ( <a href="http://www.linkedin.com">www.linkedin.com</a> )	No	0
32	<b>Internal Posting</b>	No	0
33	<b>Adunza</b> ( <a href="http://www.adzuna.com">www.adzuna.com</a> )	No	0
34	<b>Job Is Job</b> ( <a href="http://www.jobisjob.com">www.jobisjob.com</a> )	No	0
35	<b>My Job Helper</b> ( <a href="http://www.myjobhelper.com">www.myjobhelper.com</a> )	No	0
36	<b>Oodle</b> ( <a href="http://www.oodle.com">www.oodle.com</a> )	No	0
37	<b>Trovit</b> ( <a href="http://www.trovit.com">www.trovit.com</a> )	No	0
38	<b>The Job Spider</b> ( <a href="http://www.jobspider.com">www.jobspider.com</a> )	No	0
39	<b>Arkansas Workforce Center at Little Rock</b> 5401 South University Phone: 501.6827719 <a href="mailto:lee.bland@arkansas.gov">lee.bland@arkansas.gov</a> <a href="mailto:rani.cooksey@arkansas.gov">rani.cooksey@arkansas.gov</a>	No	0
40	<b>Arkansas Workforce Center at Lonoke</b> 902 North Center Phone: 501.676.2721 <a href="mailto:Russell.cook@arkansas.gov">Russell.cook@arkansas.gov</a> <a href="mailto:Shawntel.brown@capdd.org">Shawntel.brown@capdd.org</a>	No	0
41	<b>Arkansas Workforce Center at Benton</b> 400 Edison Avenue Phone: 501.315.7702 <a href="mailto:Cynthia.Farmer@arkansas.gov">Cynthia.Farmer@arkansas.gov</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	<b>Arkansas Workforce Center at North Little Rock Pulaski County</b> 324 W Pershing Boulevard. Suite 1 Phone: 501.376.4119 <a href="mailto:George.woolfolk@arkansas.gov">George.woolfolk@arkansas.gov</a>	No	0
43	<b>Goodwill Industries of Arkansas</b> 1110 W. 7 <sup>th</sup> Street Phone: 501.372.5100 <a href="mailto:Scroom-raley@goodwillar.org">Scroom-raley@goodwillar.org</a>	No	0
44	<b>Goodwill Industries of Arkansas, Inc. – Benton</b> 1716 Military Road <a href="mailto:bitzkowitz@goodwillar.org">bitzkowitz@goodwillar.org</a>	No	0
45	<b>Arkansas Department of Veterans Affairs</b> 2200 Fort Roots Drive Phone: 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>	No	0
46	<b>Central Arkansas Disability Service Inc.</b> 201 W. Broadway Phone: 501.537.1080 <a href="mailto:pcross@cadsync.net">pcross@cadsync.net</a> <a href="mailto:bwestbrook@cadsync.net">bwestbrook@cadsync.net</a>	No	0
47	<b>National Association of Women in Construction – Chapter 12</b> 717 W 7 <sup>th</sup> Street, c/o Todays Office Phone: 501.375.5050 <a href="mailto:Shelly.gough@hancockstaffing.com">Shelly.gough@hancockstaffing.com</a>	No	0
48	<b>UALR Office of Cooperative Education</b> 2801 South University Avenue Phone: 501.569.3584 <a href="mailto:jwmason@ualr.edu">jwmason@ualr.edu</a>	No	0
49	<b>American Indian Center of Arkansas</b> 1100 N University Phone: 501.666.9032 <a href="mailto:lbethards@arindianctr.org">lbethards@arindianctr.org</a> <a href="mailto:nyork@arindianctr.org">nyork@arindianctr.org</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			25

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-Level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 12, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don't look, think, act, and problem solve like them.
<b>2</b>	Management-Level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
<b>3</b>	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting.	On April 14, 2021, our KLAL and KURB Program Director led a discussion with the Communications Class at eStem High School in Little Rock. He talked about the current state of the broadcast industry and what kind of education, training, skills and abilities are needed in today's broadcast industry.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Training Program to enable station personnel to acquire skills to qualify them for higher positions	Our SEU’s Engineering Assistant, who joined us with no engineering experience, not only received extensive IT training but was also mentored by a number of senior engineers within the Company. His training continued under the tutelage of the Company’s Regional Engineer, which led to his promotion to the SEU’s Engineer in September 2021 as well as a significant pay increase. Our SEU is proud of his progress and pleased to have him.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market, Operations, Local Sales, Digital Sales, and Business Managers—as well as all staff members were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, Business Manager, Local Sales Manager, Digital Sales Manager, and Promotions Manager— as well as all staff members were required to complete courses online using ThinkZoom. Participants viewed five segments entitled “Working Well With Everyone,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.