

EEO Staff  
Enforcement Bureau  
Federal Communications Commission  
Washington, DC 20554

RE: Response to Random EEO Audit – October 2023  
KZNG Hot Springs, Arkansas  
FAC 16570

Dear Sir or Madam:

The following responds to your random EEO audit directed to radio station KZNG Hot Springs, Arkansas.

The Employment Unit consists of:

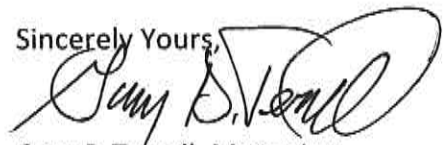
KZNG Hot Springs, Arkansas; FACID 16570  
KLAZ Hot Springs, Arkansas; FACID 48947  
KLBL Malvern, Arkansas; FACID 39368  
KLXQ Hot Springs, Arkansas; FACID 33874  
KQUS Hot Springs, Arkansas; FACID 16572

Any questions or comments concerning this matter should be directed to my FCC counsel: John Neely, johnsneely@yahoo.com.

Responsive information and documentation requested by audit items are attached below and itemized consistent with each section of the audit notice.

This audit response is certified as true and correct to the best of my knowledge and belief.

Sincerely Yours,



Gary D Terrell, Managing  
Member  
US Stations, LLC

Date: 11-29-23



Audit Item 2.b. (i) Two most recent EEO Public File Reports

Reporting Period 2/1/21 – 1/31/22

Reporting Period 2/1/22 – 1/31/23

US Stations, LLC

2022 EEO Report

Reporting Period  
2/1/21 - 1/31/22



**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM  
EEO Public File Report 2/01/2021 - 1/31/2022**

**II MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	# Interviewees Referred By RS Over 12 Month Period
1	Arkansas State University Career Services Center PO Box 2490 State University AR 72467 870.972.3025	
2	College of the Ouachitas Career Services 1 College Cir Malvern AR 72104 501.332.0221	
3	Henderson State University Career Service 1100 Henderson – Box 7781 Arkadelphia AR 71999-0001 870.230.5442	
4	Hendrix College Career Development 1600 Washington Ave Conway AR 72032-3080 501.450.1440	
5	National Park College Career Services 101 College Dr Hot Springs AR 71913 501.760.4243	
6	Philander Smith College Human Resources Manager 900 W Daisy L Gatson Bates Dr Little Rock AR 72202 501.375.9845	
7	University of Arkansas at Monticello Career Services 346 University Dr Monticello AR 71656 870.460.1453	



**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM  
EEO Public File Report 2/01/2021 - 1/31/2022**

**II MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	# Interviewees Referred By RS Over 12 Month Period
8	Express Employment Professionals 1702 Malvern Ave Ste B Hot Springs AR 71901 501.520.0333	
9	Firststaff 3810 Central Ave Ste F Hot Springs AR 71913 501.520.0909	
10	GPS of the Midlands 3632 Central Ave Ste C Hot Springs AR 71913 501.520.5600	
11	Labor Finders 3101 Central Ave Hot Springs AR 71901 501.623.1799	
12	Staffmark Staffing Services 4328 Central Ave Ste D Hot Springs AR 71913 501.525.4443	
13	AARP Human Resources Manager 2228 Albert Pike Rd Hot Springs AR 71913 501.767.2211	

**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM**  
**EEO Public File Report 2/01/2021 - 1/31/2022**

**II MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	# Interviewees Referred By RS Over 12 Month Period
14	Arkansas Workforce Centers Kristen Lancaster 2254 Albert Pike Road Ste A Hot Springs AR 71902-6409 501.525.3450	
15	NAACP Human Resources Manager/Job Openings PO Box 1105 Hot Springs AR 71913 501.781.1370	
16	All Access allaccess.com	
17	Arkansas Broadcasters Association arkansasbroadcasters.org	
18	Consultant Referral	
19	Indeed Indeed.com	
20	US Stations LLC Radio On-Air Advertising 125 Corporate Terr Hot Springs AR 71913 501.525.9700	2

**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM**  
**EEO Public File Report 2/01/2021 - 1/31/2022**

**II MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b># Interviewees Referred By RS Over 12 Month Period</b>
21	US Stations LLC Walk-In Applicants 125 Corporate Terr Hot Springs AR 71913 501.525.9700	1
22	US Stations LLC Websites/Social Media 125 Corporate Terr Hot Springs AR 71913 501.525.9700	5
23	US Stations LLC Job Fair/Career Fair 125 Corporate Terr Hot Springs AR 71913 501.525.9700	
24	US Stations LLC Employee Referrals 125 Corporate Terr Hot Springs AR 71913 501.525.9700	5



**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM**  
**EEO Public File Report 2/01/21 - 1/31/22**

**III RECRUITMENT INITIATIVES**

#	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
14	Management Training	The General Manager and Sales Manager attended an Employee Hiring and Retention Seminar on November 8, 2021. Good EEO practices were discussed as well as reaching a more diversified pool of candidates.
5	Internship	US Stations' restarted its internship program by hosting an intern from National Park College. The 50 hour paid internship program began January 24, 2022. The intern will participate in all facets of operating the radio station.

US Stations, LLC

2023 EEO Report

Reporting Period  
2/1/22 - 1/31/23



**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM  
EEO Public File Report 2/01/2022 - 1/31/2023**

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4	Hendrix College Career Development 1600 Washington Ave Conway AR 72032-3080 501.450.1440	
5	National Park College Career Services 101 College Dr Hot Springs AR 71913 501.760.4243	
6	Philander Smith College Human Resources Manager 900 W Daisy L Gatson Bates Dr Little Rock AR 72202 501.375.9845	
7	University of Arkansas at Monticello Career Services 346 University Dr Monticello AR 71656 870.460.1453	

**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM  
EEO Public File Report 2/01/2022 - 1/31/2023**

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10	GPS of the Midlands 3632 Central Ave Ste C Hot Springs AR 71913 501.520.5600	
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12	Staffmark Staffing Services 4328 Central Ave Ste D Hot Springs AR 71913 501.525.4443	
13	AARP Human Resources Manager 2228 Albert Pike Rd Hot Springs AR 71913 501.767.2211	



**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM  
EEO Public File Report 2/01/2022 - 1/31/2023**

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16	All Access allaccess.com	
17	Arkansas Broadcasters Association arkansasbroadcasters.org	
18	Consultant Referral	
19	Indeed Indeed.com	
20	US Stations LLC Radio On-Air Advertising 125 Corporate Terr Hot Springs AR 71913 501.525.9700	1

**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM**  
**EEO Public File Report 2/01/2022 - 1/31/2023**

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24	US Stations LLC Employee Referrals 125 Corporate Terr Hot Springs AR 71913 501.525.9700	4

**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM**  
**EEO Public File Report 2/01/22 - 1/31/23**

**III RECRUITMENT INITIATIVES**

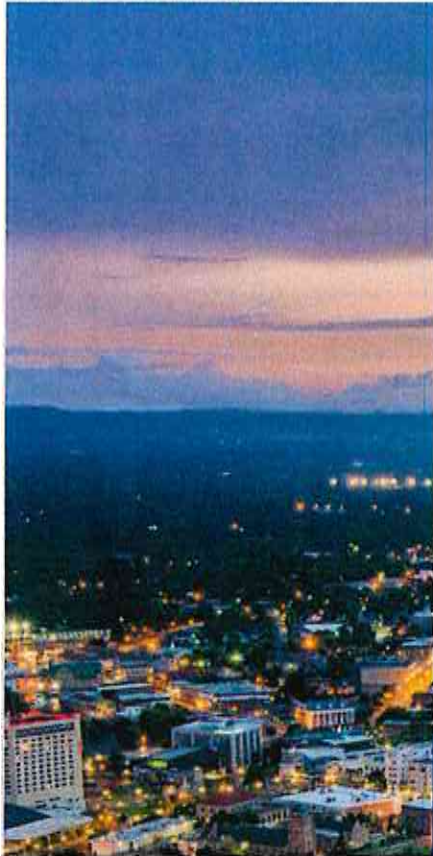
#	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Co-Sponsor Job Fair	US Stations was a silver sponsor of the National Park College Job Fair. On April 19, 2022 two US Stations representatives were on hand with brochures highlighting career opportunities in all areas of radio broadcasting. Students interested in applying for current job openings submitted resumes or completed applications.
5	Internship	US Stations' continued its internship program by hosting an intern from National Park College. The paid intern participated in the program during the month of February 2022. The intern participated in all facets of operating the radio station including programming, sales, business administration and engineering.

Audit Item 2.b. (ii) Website address, most recent EEO File Report link

[www.myhotsprings.com](http://www.myhotsprings.com)

[klaz.com](http://klaz.com)

[us97country.com](http://us97country.com)



tions and new customers...

## ***US Stations IS Hot Springs!***

Since 2004, we have been your source for all your favorite music, news, weather, sports, entertainment and local events & attractions.

***MyHotSprings.com - YOUR Hot Springs!***

Hot Springs is known for many things, click below to find out more about our favorite city and what she has to offer you and your family during your visit!







### POP MUSIC NEWS

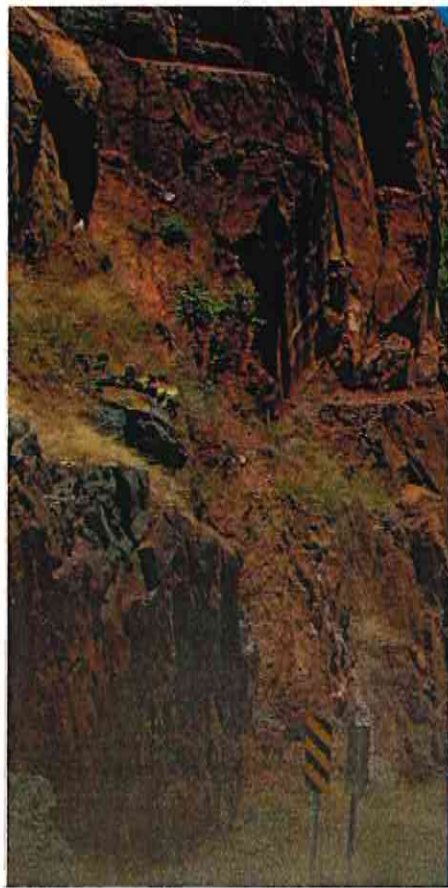
**Drake drops "Scary Hours 3" EP, to launch 'It's All a Blur' tour with J. Cole**  
"Scary Hours 3" just dropped at midnight, with Drake announcing its release in a trailer, adding that he wrote all its songs since For All the Dogs came out last month. In the trailer, Drake...

**Jack Harlow shares video for the song "Lovin On Me"**  
Jack Harlow has dropped the video for "Lovin On Me," directed by Aidan Cullen and featuring many of Harlow's friends - as well as a very cute puppy. Harlow posted on social media last week:...

**Nicki Minaj, Post Malone & Lil Uzi Vert to headline Rolling Loud California 2024**  
Rolling Loud announced the lineup for its 2024 edition in California, taking place at Inglewood's Hollywood Park Grounds near SoFi Stadium, from Mar. 15 to 17, 2024. Nicki Minaj, Post Malone and Lil Uzi Vert...

**Alanis Morissette to launch 2024 "The Triple Moon Tour" with Joan Jett**  
Alanis Morissette will launch the 2024 "The Triple Moon Tour" across North America, featuring special guest star Joan Jett & the Blackhearts, as well as support from Morgan Wade. Morissette said in a statement: "...





teams up Brooks with another country music legend, Ronnie Dunn of Brooks & Dunn Brooks and Dunn's duet, "Rodeo Man," was co-written by Dunn with [...]



**Ashley McBryde adds 2024 dates to 'The Devil I Know Tour'**  
Ashley McBryde has added additional dates to The Devil I Know Tour, kicking off the second leg on February 22nd in Charleston, SC with 30 more dates scheduled across the US through June 2024. The [...]

**NATIONAL NEWS**



**David DePape found guilty in Paul Pelosi hammer attack case**  
A federal jury on Thursday convicted David DePape, the man who attacked Paul Pelosi, husband of former House Speaker Nancy Pelosi, with a hammer during a break-in last year at the couple's San Francisco home. [...]



**Rep. George Santos says he won't seek reelection after scathing ethics report**  
On Thursday, Rep. George Santos said he will not be seeking reelection in 2024, this after the House Ethics Committee released a scathing report that concluded there is "substantial evidence" that Santos "violated federal criminal [...]



**President Biden's high-stakes summit with Chinese President Xi Jinping underway in San Diego**  
President Joe Biden and Chinese President Xi Jinping opened their high-stakes summit Wednesday afternoon, stating that their differences should not be an option for any conflicts between the two nations. The meeting, which is billed [...]

Audit Item 2.b. (iii) Two hires from the same recruitment

Reporting period 2/1/21 – 1/31/22

Sales Representative – Date of hire 5/21/21

Sales Representative – Date of hire 11/8/21

Letter enclosed for Account Executive position, dated March 19, 2021

# US★Stations, LLC

March 19, 2021

To Whom it May Concern,

Attached is our notification of an open position for a Radio Sales Account Executive. This is an outside sales position of a business to business nature.

We would appreciate it if you would post this opening to any job boards or filings you have available.

Please notify us via email at [sales@usstations.com](mailto:sales@usstations.com) if you have any questions about the opening or wish to be removed from this list.

Thank you in advance for your assistance. US Stations is an equal opportunity employer based in Hot Springs, AR.

Yours Truly,  
US Stations LLC

Neal Gladner  
Director of Sales and Marketing

Audit Item 2 b (iii)

Sources: Reporting period 2/1/21 – 1/31/22

1. Arkansas State University
2. College of the Ouachitas
3. Henderson State University
4. Hendrix College
5. National Park College
6. Philander Smith College
7. University of Arkansas Monticello
8. Express Employment
  
10. GPS of the Midlands
11. Labor Finders, Hot Springs
12. Staffmark
13. AARP
14. Arkansas Workforce Centers
15. NAACP
16. allaccess.com
17. Arkansas Broadcasters Association
18. Consultant Referral
19. indeed.com
- 20 US Stations, LLC Radio On-air Advertising, KQUS-FM, KLAZ-FM. KLXQ-FM. KLBL-FM-KZNG-FM
21. US Stations, LLC – Walk in Applicants
22. US Stations LLC Website/Social Media
23. US Stations Job Fair
24. US stations LLC., Employee Referrals



2.b. (iii)

Reporting period 2/1/22 – 1/31/23

Assistant Engineer – Date of hire 6/27/22

Sales Representative – Date of hire 10/3/22

Letter enclosed for Assistant Engineer position, dated May 15, 2022

Letter enclosed for Account Executive position, dated Feb. 18, 2022

Website entry for Account Executive position, dated Feb. 23, 2022



## US ★ Stations

KQUS 97.5 US 97  
 KLAZ 105.9 KLAZ  
 KLXQ 96.7 The Rocket  
 KLBL KOOL 101.5  
 KZNG 1340/105.5  
 News/Talk

125 Corporate Terrace  
 Hot Springs, AR 71913

Office 501.525.9700  
 Fax 501.525.9739



May 25, 2022

To Whom It May Concern:

US Stations, LLC has a full time opening for an Assistant Engineer. This position requires knowledge of AM/FM broadcast transmitters and well as computer automation for radio. Duties include servicing and maintaining nine broadcast transmitters, computer automation systems and studio equipment. Other duties include set up and tear down for remote broadcasts and operating an audio board during sports broadcasts. The employee will have use of a company vehicle so a clean driving record is a must. This position also requires the employee be on call for off air emergencies. Pay is based on hours worked, compensation for being on call and a phone allowance. Medical, Dental and Vision insurance is available. Interested applicants can email their resume to [gterrell@usstations.com](mailto:gterrell@usstations.com). Applications must be received by Friday June 24, 2022. US Stations in an equal opportunity employer.

Gary Terrell

Managing Member  
 US Stations, LLC

Sources: Reporting period 2/1/22 – 1/31/23

Engineer

1. Arkansas State University
2. College of the Ouachitas
3. Henderson State University
4. Hendrix College
5. National Park College
6. Philander Smith College
7. University of Arkansas Monticello
8. Express Employment
9. Firststaff, Hot Springs
10. GPS of the Midlands
11. Labor Finders, Hot Springs
12. Staffmark
13. AARP
14. Arkansas Workforce Centers
15. NAACP
  
17. Arkansas Broadcasters Association
  
- 20 US Stations, LLC Radio On-air Advertising, KQUS-FM, KLAZ-FM. KLXQ-FM. KLBL-FM-KZNG-FM
  
22. US Stations LLC Websited/Social Media
  
24. US stations LLC., Employee Referrals

# US★Stations, LLC

February 18, 2022

To Whom it May Concern,

Attached is our notification of an open position for a Radio Sales Account Executive. This is an outside sales position of a business-to-business nature.

We would appreciate it if you would post this opening to any job boards or filings you have available.

Please notify us via email at [sales@usstations.com](mailto:sales@usstations.com) if you have any questions about the opening or wish to be removed from this list.

Thank you in advance for your assistance. US Stations is an equal opportunity employer based in Hot Springs, AR.

Yours Truly,  
US Stations LLC



Neal Gladner  
Director of Sales and Marketing

Sources: Reporting period 2/1/22 – 1/31/23

Account Executive

1. Arkansas State University
2. College of the Ouachitas
3. Henderson State University
4. Hendrix College
5. National Park College
6. Philander Smith College
7. University of Arkansas Monticello
8. Express Employment
9. Firststaff, Hot Springs
10. GPS of the Midlands
11. Labor Finders, Hot Springs
12. Staffmark
13. AARP
14. Arkansas Workforce Centers
15. NAACP

20 US Stations, LLC Radio On-air Advertising, KQUS-FM, KLAZ-FM.  
KLXQ-FM. KLBL-FM-KZNG-FM

21. US Stations, LLC – Walk in Applicants

22. US Stations LLC Websited/Social Media

24. US stations LLC., Employee Referrals



Note to EEO File

February 23, 2022

The ad below was posted on all three US Stations web sites, and all five Facebook Pages.

## Career Opportunities at US Stations

Thinking about a career change? Would you like to make more money and still have flexible personal time?



### Account Executive

You know the commercials you hear on the radio. The people who sell those ads and help clients grow their business are called

Account Executives. And US Stations is looking to add an AE to our staff. You'll work with existing clients, but also be responsible to prospect and find new clients. You'll represent all five of our Hot Springs radio stations, 97.5 US97, 105.9 KLAZ, KOOL 101.5, 96.7 The Rocket and NewsTalk KZNG.

US Stations is locally owned, so you won't be a "corporate number" here. You'll find a team atmosphere back with outstanding training and support. Get more information by writing in confidence to: [ngladner@usstations.com](mailto:ngladner@usstations.com). US Stations is an equal opportunity employer.

Search KLAZ

### On Air Now

Jenn Bailey  
2 PM to 6 PM



### Next

The KLAZ Breakfast  
Scramble



### FACEBOOK



105.9 KLAZ  
about an hour ago



If you're looking for a new career that's fun and challenging, this could be the place for you!



KLAZ.COM

**Career Opportunities at U...**

Thinking about a career change...

Audit Item 2 (iii) 3.

On-air announcement order confirmation

Reporting Period 2/1/21 – 1/31/22

Account Executive – script attached

US Stations, LLC broadcasts a substantial schedule on our five radio stations advertising job openings, all with the tag line, US Stations is an equal opportunity employer.

Client: Recruiting

Start: 3/22/21

End: 4/7/21

# COPY

Med 30 →

Fast 30 →

Med 60 →

Fast 60 →

IF YOU LOVE SALES, BUT NOT YOUR CURRENT JOB; IF YOU THINK YOU'RE WORTH MORE THAN YOU'RE MAKING; IF YOU WANT TO WORK FOR A SUPPORTIVE, LOCALLY OWNED COMPANY, WE WANT TO TALK TO YOU. US STATIONS OWNS THIS RADIO STATION AND FOUR MORE HERE IN HOT SPRINGS. WE HAVE AN OPENING FOR AN ACCOUNT EXECUTIVE. YOU'LL WORK WITH SOME EXISTING ADVERTISERS AND YOU'LL BE EXPECTED TO FIND NEW ADVERTISERS. IF YOU DON'T KNOW ADVERTISING, BUT YOU DO KNOW SALES, YOU'RE THE PERSON WE'RE LOOKING FOR. WE ARE ALL ABOUT HELPING OUR CUSTOMERS GROW. SO IF THAT SOUNDS LIKE IT'S RIGHT FOR YOU OR SOMEONE YOU KNOW, BRAG A LITTLE IN A CONFIDENTIAL EMAIL TO SALES AT US STATIONS DOT COM. THAT'S SALES AT US STATIONS DOT COM. US STATIONS IS AN EQUAL OPPORTUNITY EMPLOYER – AND A PRETTY GOOD PLACE TO WORK. WE LOOK FORWARD TO HEARING FROM YOU.

US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 12134-00002  
 Description: AE RECRUITMENT  
 Date Entered: 3/16/2021  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS-SALES RECRUITMENT

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 3/22/2021	4/7/2021	KQUS-FM	06:00:00 to 19:00:00	Weekly	1:00	88	0.00	0.00	8	8	8	0	0	0	8
2 3/22/2021	4/7/2021	KQUS-FM	19:00:00 to Midnight	Weekly	1:00	36	0.00	0.00	4	4	4	0	0	0	0

Order Start Date: 3/22/2021    Order End Date: 4/7/2021    Spots: 124    Total Charges: \$0.00

Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS-SALES RECRUITMENT / 12134-00002 :

		<u>Spot Count</u>	<u>Net Billing</u>
March	2021	80	\$0.00
April	2021	44	\$0.00
<b>Total:</b>		<b>124</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS-SALES RECRUITMENT By:

-----  
 Please Sign and Return One Copy

US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 12134-00003  
 Description: AE RECRUITMENT  
 Date Entered: 3/16/2021  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS-SALES RECRUITMENT

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 3/22/2021	4/7/2021	KLAZ-FM	06:00:00 to 19:00:00	Weekly	1:00	88	0.00	0.00	8	8	8	0	0	0	8
2 3/22/2021	4/7/2021	KLAZ-FM	19:00:00 to Midnight	Weekly	1:00	36	0.00	0.00	4	4	4	0	0	0	0

Order Start Date: 3/22/2021    Order End Date: 4/7/2021    Spots: 124    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS-SALES RECRUITMENT / 12134-00003 :**

		<i>Spot Count</i>	<i>Net Billing</i>
March	2021	80	\$0.00
April	2021	44	\$0.00
<b>Total:</b>		<b>124</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS-SALES RECRUITMENT By:

-----  
 Please Sign and Return One Copy



US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 12134-00004  
 Description: AE RECRUITMENT  
 Date Entered: 3/16/2021  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS-SALES RECRUITMENT

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 3/22/2021	4/7/2021	KLXQ-FM	06:00:00 to 19:00:00	Weekly	1:00	88	0.00	0.00	8	8	8	0	0	0	8
2 3/22/2021	4/7/2021	KLXQ-FM	19:00:00 to Midnight	Weekly	1:00	36	0.00	0.00	4	4	4	0	0	0	0

Order Start Date: 3/22/2021    Order End Date: 4/7/2021    Spots: 124    Total Charges: \$0.00

Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS-SALES RECRUITMENT / 12134-00004 :

		<u>Spot Count</u>	<u>Net Billing</u>
March	2021	80	\$0.00
April	2021	44	\$0.00
<b>Total:</b>		<b>124</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS-SALES RECRUITMENT By:

-----  
 Please Sign and Return One Copy

US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 12134-00005  
 Description: AE RECRUITMENT  
 Date Entered: 3/16/2021  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS-SALES RECRUITMENT

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 3/22/2021	4/7/2021	KLBL-FM	06:00:00 to 19:00:00	Weekly	1:00	88	0.00	0.00	8	8	8	0	0	0	8
2 3/22/2021	4/7/2021	KLBL-FM	19:00:00 to Midnight	Weekly	1:00	36	0.00	0.00	4	4	4	0	0	0	0

Order Start Date: 3/22/2021    Order End Date: 4/7/2021    Spots: 124    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS-SALES RECRUITMENT / 12134-00005 :**

		<u>Spot Count</u>	<u>Net Billing</u>
March	2021	80	\$0.00
April	2021	44	\$0.00
<b>Total:</b>		<b>124</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS-SALES RECRUITMENT By:

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US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 12134-00006  
 Description: AE RECRUITMENT  
 Date Entered: 3/16/2021  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS-SALES RECRUITMENT

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 3/22/2021	4/7/2021	KZNG-AM	06:00:00 to 19:00:00	Weekly	1:00	88	0.00	0.00	8	8	8	0	0	0	8
2 3/22/2021	4/7/2021	KZNG-AM	19:00:00 to Midnight	Weekly	1:00	36	0.00	0.00	4	4	4	0	0	0	0

Order Start Date: 3/22/2021    Order End Date: 4/7/2021    Spots: 124    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS-SALES RECRUITMENT / 12134-00006 :**

		<u>Spot Count</u>	<u>Net Billing</u>
March	2021	80	\$0.00
April	2021	44	\$0.00
<b>Total:</b>		<b>124</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS-SALES RECRUITMENT By:

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Audit Item 2 (iii) 3.

On-air announcement order confirmation – summaries

Reporting period 2/1/21 – 1/31/22

Assistant Engineer – script attached

US Stations, LLC broadcasts a substantial schedule on our five radio stations advertising job openings, all with the tag line, US Stations is an equal opportunity employer.

Assistant Engineer  
Hot Springs, Arkansas  
:60 Spot – Dry Read  
Runs May 26 – June 22, 2022

US Stations has a full time opening for an Assistant Engineer. This position requires knowledge of AM/FM broadcast transmitters and well as computer automation for radio. Duties include servicing and maintaining nine broadcast transmitters, computer automation systems and studio equipment. The employee will have use of a company vehicle so a clean driving record is a must. This position also requires the employee to be on call for off air emergencies. Pay is based on hours worked plus compensation for being on call and a phone allowance. Medical, Dental and Vision insurance is available. Interested applicants can email their resume to [gterrell@usstations.com](mailto:gterrell@usstations.com), that's g-t-e-r-r-e-l- l @ US Stations.com. Go to [MyHotSprings.com](http://MyHotSprings.com) for more information. Applications must be received no later than Friday June 24<sup>th</sup>. US Stations in an equal opportunity employer.



US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: **3-00697**  
 Description: **JOB OPENING - ASSISTANT ENGINEER**  
 Date Entered: **5/25/2022**  
 P.O.#:  
 Salesperson: **Terrell, Gary**  
 Invoice Frequency: **Billed at end of Cal/EOS (Invoice will NOT be printed)**

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 5/26/2022	6/22/2022	KQUS-FM	05:00:00 to Midnight	CUSTOM	1:00	100	0.00	0.00	Y	Y	Y	Y	Y	Y	Y
5/26/2022	5/29/2022					16	0.00	0.00	0	0	0	4	4	4	4
5/30/2022	6/5/2022					25	0.00	0.00	4	3	4	3	4	3	4
6/6/2022	6/12/2022					24	0.00	0.00	4	4	2	4	3	3	4
6/13/2022	6/19/2022					24	0.00	0.00	3	4	4	3	3	4	3
6/20/2022	6/22/2022					11	0.00	0.00	3	4	4	0	0	0	0

Order Start Date: **5/26/2022**    Order End Date: **6/22/2022**    Spots: **100**    Total Charges: **\$0.00**

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00697 :**

		<u>Spot Count</u>	<u>Net Billing</u>
May	2022	23	\$0.00
June	2022	77	\$0.00
<b>Total:</b>		<b>100</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By: \_\_\_\_\_

Accepted for US STATIONS By: \_\_\_\_\_

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 Please Sign and Return One Copy

US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00698  
 Description: JOB OPENING - ASSISTANT ENGINEER  
 Date Entered: 5/25/2022  
 P.O.#:  
 Salesperson: Terrell, Gary  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
5/26/2022	6/22/2022	KLAZ-FM	05:00:00 to Midnight	CUSTOM	1:00	100	0.00	0.00	Y	Y	Y	Y	Y	Y	Y
5/26/2022	5/29/2022					16	0.00	0.00	0	0	0	4	4	4	4
5/30/2022	6/5/2022					24	0.00	0.00	4	4	2	4	4	3	3
6/6/2022	6/12/2022					25	0.00	0.00	3	4	4	3	3	4	4
6/13/2022	6/19/2022					24	0.00	0.00	3	4	4	3	4	3	3
6/20/2022	6/22/2022					11	0.00	0.00	4	3	4	0	0	0	0

Order Start Date: 5/26/2022    Order End Date: 6/22/2022    Spots: 100    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00698 :**

		<u>Spot Count</u>	<u>Net Billing</u>
May	2022	24	\$0.00
June	2022	76	\$0.00
<b>Total:</b>		<b>100</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

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US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: **3-00699**  
 Description: **JOB OPENING - ASSISTANT ENGINEER**  
 Date Entered: **5/25/2022**  
 P.O.#:  
 Salesperson: **Terrell, Gary**  
 Invoice Frequency: **Billed at end of Call/EOS (Invoice will NOT be printed)**

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 5/26/2022	6/22/2022	KLXQ-FM	05:00:00 to Midnight	CUSTOM	1:00	100	0.00	0.00	Y	Y	Y	Y	Y	Y	Y
5/26/2022	5/29/2022					16	0.00	0.00	0	0	0	4	4	4	4
5/30/2022	6/5/2022					24	0.00	0.00	3	4	4	3	4	3	3
6/6/2022	6/12/2022					24	0.00	0.00	4	4	2	4	3	4	3
6/13/2022	6/19/2022					25	0.00	0.00	3	4	4	3	3	4	4
6/20/2022	6/22/2022					11	0.00	0.00	4	3	4	0	0	0	0

Order Start Date: 5/26/2022    Order End Date: 6/22/2022    Spots: 100    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00699 :**

		<u>Spot Count</u>	<u>Net Billing</u>
May	2022	23	\$0.00
June	2022	77	\$0.00
<b>Total:</b>		<b>100</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By: \_\_\_\_\_

Accepted for US STATIONS By: \_\_\_\_\_

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US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00700  
 Description: JOB OPENING - ASSISTANT ENGINEER  
 Date Entered: 5/25/2022  
 P.O.#:  
 Salesperson: Terrell, Gary  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 5/26/2022	6/22/2022	KLBL-FM	05:00:00 to Midnight	CUSTOM	1:00	100	0.00	0.00	Y	Y	Y	Y	Y	Y	Y
5/26/2022	5/29/2022					16	0.00	0.00	0	0	0	4	4	4	4
5/30/2022	6/5/2022					24	0.00	0.00	4	4	3	3	3	4	3
6/6/2022	6/12/2022					25	0.00	0.00	4	4	3	4	3	3	4
6/13/2022	6/19/2022					24	0.00	0.00	3	4	4	3	4	3	3
6/20/2022	6/22/2022					11	0.00	0.00	3	4	4	0	0	0	0

Order Start Date: 5/26/2022    Order End Date: 6/22/2022    Spots: 100    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00700 :**

		<u>Spot Count</u>	<u>Net Billing</u>
May	2022	24	\$0.00
June	2022	76	\$0.00
<b>Total:</b>		<b>100</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

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US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00701  
 Description: JOB OPENING - ASSISTANT ENGINEER  
 Date Entered: 5/25/2022  
 P.O.#:  
 Salesperson: Terrell, Gary  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 5/26/2022	6/22/2022	KZNG-AM	05:00:00 to Midnight	CUSTOM	1:00	100	0.00	0.00	Y	Y	Y	Y	Y	Y	Y
5/26/2022	5/29/2022					16	0.00	0.00	0	0	0	4	4	4	4
5/30/2022	6/5/2022					25	0.00	0.00	4	3	4	4	3	3	4
6/6/2022	6/12/2022					24	0.00	0.00	3	4	4	3	4	3	3
6/13/2022	6/19/2022					25	0.00	0.00	3	4	3	4	3	4	4
6/20/2022	6/22/2022					10	0.00	0.00	4	3	3	0	0	0	0

Order Start Date: 5/26/2022    Order End Date: 6/22/2022    Spots: 100    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00701 :**

		<i>Spot Count</i>	<i>Net Billing</i>
May	2022	23	\$0.00
June	2022	77	\$0.00
<b>Total:</b>		<b>100</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By: \_\_\_\_\_

Accepted for US STATIONS By: \_\_\_\_\_

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Audit Item 2 (iii) 3.

On-air announcement order confirmation – summaries

Reporting period 2/1/22 – 1/31/23

Account Executive – script attached

US Stations, LLC broadcasts a substantial schedule on our five radio stations advertising job openings, all with the tag line, US Stations is an equal opportunity employer.

Client:

Title:

Start: 7/17/22

End: 9/4/22

# COPY

HI, THIS IS NEAL GLADNER. ACCORDING TO ZIPPIA, THE AVERAGE SALES REP IN HOT SPRINGS MAKES \$49,000 A YEAR. HAVING A CAREER IN RADIO, ESPECIALLY AT U S STATIONS, IS NOT AVERAGE, IT'S EXTRAORDINARY. AND SOME IS THE INCOME POTENTIAL. WANNA HAVE SOME FUN IN YOUR SALES CAREER AND MAKE GREAT MONEY, GIVE ME A CALL AND LET'S TALK. 501-525-97-HUNDRED. WE'LL GIVE YOU A SALARY TO START AND OUTSTANDING TRAINING. 501-525-97-HUNDRED. ...EQUAL OPPORTUNITY EMPLOYER.

Med 30 →

Past 30 →

Med 60 →

Past 60 →

US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00702  
 Description: RECRUITING  
 Date Entered: 7/15/2022  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
7/17/2022	8/2/2022	KQUS-FM	06:00:00 to 22:00:00	Weekly	:30	81	0.00	0.00	9	9	0	0	0	0	9

Order Start Date: 7/17/2022    Order End Date: 8/2/2022    Spots: 81    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00702 :**

		<i>Spot Count</i>	<i>Net Billing</i>
July	2022	63	\$0.00
August	2022	18	\$0.00
<b>Total:</b>		<b>81</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

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US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00703  
 Description: RECRUITING  
 Date Entered: 7/15/2022  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
7/17/2022	8/2/2022	KLAZ-FM	06:00:00 to 22:00:00	Weekly	:30	81	0.00	0.00	9	9	0	0	0	0	9

Order Start Date: 7/17/2022    Order End Date: 8/2/2022    Spots: 81    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00703 :**

		<u>Spot Count</u>	<u>Net Billing</u>
July	2022	63	\$0.00
August	2022	18	\$0.00
<b>Total:</b>		<b>81</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

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 Please Sign and Return One Copy

US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00704  
 Description: RECRUITING  
 Date Entered: 7/15/2022  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
7/17/2022	8/2/2022	KLXQ-FM	06:00:00 to 22:00:00	Weekly	:30	81	0.00	0.00	9	9	0	0	0	0	9

Order Start Date: 7/17/2022    Order End Date: 8/2/2022    Spots: 81    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00704 :**

		<u>Spot Count</u>	<u>Net Billing</u>
July	2022	63	\$0.00
August	2022	18	\$0.00
<b>Total:</b>		<b>81</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

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 Please Sign and Return One Copy



US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: **3-00705**  
 Description: RECRUITING  
 Date Entered: 7/15/2022  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
7/17/2022	8/2/2022	KLBL-FM	06:00:00 to 22:00:00	Weekly	:30	78	0.00	0.00	8	9	0	0	0	0	9

Order Start Date: 7/17/2022    Order End Date: 8/2/2022    Spots: 78    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00705 :**

		<u>Spot Count</u>	<u>Net Billing</u>
July	2022	61	\$0.00
August	2022	17	\$0.00
<b>Total:</b>		<b>78</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

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US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00706  
 Description: RECRUITING  
 Date Entered: 7/15/2022  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
7/17/2022	8/2/2022	KZNG-AM	06:00:00 to 22:00:00	Weekly	:30	81	0.00	0.00	9	9	0	0	0	0	9

Order Start Date: 7/17/2022    Order End Date: 8/2/2022    Spots: 81    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00706 :**

		<u>Spot Count</u>	<u>Net Billing</u>
July	2022	63	\$0.00
August	2022	18	\$0.00
<b>Total:</b>		<b>81</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

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 Please Sign and Return One Copy

US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00707  
 Description: RECRUITMENT - AE  
 Date Entered: 8/16/2022  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 8/21/2022	9/6/2022	KQUS-FM	06:00:00 to 19:00:00	Weekly	:30	72	0.00	0.00	8	8	0	0	0	0	8
2 8/21/2022	9/6/2022	KQUS-FM	19:00:00 to Midnight	Weekly	:30	30	0.00	0.00	3	3	0	0	0	0	4
3 8/21/2022	9/6/2022	KQUS-FM	Midnight to 06:00:00	Weekly	:30	36	0.00	0.00	4	4	0	0	0	0	4

Order Start Date: 8/21/2022    Order End Date: 9/6/2022    Spots: 138    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00707 :**

	<u>Spot Count</u>	<u>Net Billing</u>
August 2022	92	\$0.00
September 2022	46	\$0.00
<b>Total:</b>	<b>138</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

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 Please Sign and Return One Copy

US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00708  
 Description: RECRUITMENT - AE  
 Date Entered: 8/16/2022  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 8/21/2022	9/6/2022	KLXQ-FM	06:00:00 to 19:00:00	Weekly	:30	72	0.00	0.00	8	8	0	0	0	0	8
2 8/21/2022	9/6/2022	KLXQ-FM	19:00:00 to Midnight	Weekly	:30	30	0.00	0.00	3	3	0	0	0	0	4
3 8/21/2022	9/6/2022	KLXQ-FM	Midnight to 06:00:00	Weekly	:30	36	0.00	0.00	4	4	0	0	0	0	4

Order Start Date: 8/21/2022    Order End Date: 9/6/2022    Spots: 138    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00708 :**

	<i>Spot Count</i>	<i>Net Billing</i>
August 2022	92	\$0.00
September 2022	46	\$0.00
<b>Total:</b>	<b>138</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

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 Please Sign and Return One Copy

US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00709  
 Description: RECRUITMENT - AE  
 Date Entered: 8/16/2022  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 8/21/2022	9/6/2022	KLBL-FM	06:00:00 to 19:00:00	Weekly	:30	72	0.00	0.00	8	8	0	0	0	0	8
2 8/21/2022	9/6/2022	KLBL-FM	19:00:00 to Midnight	Weekly	:30	30	0.00	0.00	3	3	0	0	0	0	4
3 8/21/2022	9/6/2022	KLBL-FM	Midnight to 06:00:00	Weekly	:30	36	0.00	0.00	4	4	0	0	0	0	4

Order Start Date: 8/21/2022    Order End Date: 9/6/2022    Spots: 138    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00709 :**

	<u>Spot Count</u>	<u>Net Billing</u>
August 2022	92	\$0.00
September 2022	46	\$0.00
<b>Total:</b>	<b>138</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

-----  
 Please Sign and Return One Copy

US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00710  
 Description: RECRUITMENT - AE  
 Date Entered: 8/16/2022  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 8/21/2022	9/6/2022	KZNG-AM	08:00:00 to 19:00:00	Weekly	:30	72	0.00	0.00	8	8	0	0	0	0	8
2 8/21/2022	9/6/2022	KZNG-AM	19:00:00 to Midnight	Weekly	:30	30	0.00	0.00	3	3	0	0	0	0	4
3 8/21/2022	9/6/2022	KZNG-AM	Midnight to 06:00:00	Weekly	:30	36	0.00	0.00	4	4	0	0	0	0	4

Order Start Date: 8/21/2022    Order End Date: 9/6/2022    Spots: 138    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00710 :**

	<i>Spot Count</i>	<i>Net Billing</i>
August 2022	92	\$0.00
September 2022	46	\$0.00
<b>Total:</b>	<b>138</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By:

Accepted for US STATIONS By:

-----  
 Please Sign and Return One Copy



US Stations Hot Springs  
 125 Corporate Terrace  
 Hot Springs, AR 71913 USA  
 501-525-9700

Order #: 3-00711  
 Description: RECRUITMENT - AE  
 Date Entered: 8/16/2022  
 P.O.#:  
 Salesperson: Account, Hot Springs House  
 Invoice Frequency: Billed at end of Cal/EOS (Invoice will NOT be printed)

US STATIONS  
 125 CORPORATE TERRACE  
 HOT SPRINGS, AR 71913 USA

**On-Air Schedule**

Start Date	End Date	Station	Scheduled Time/Event	Repeated	Length	Qty	Rate	Total	M	Tu	W	Th	F	Sa	Su
1 8/21/2022	9/6/2022	KLAZ-FM	06:00:00 to 19:00:00	Weekly	:30	72	0.00	0.00	8	8	0	0	0	0	8
2 8/21/2022	9/6/2022	KLAZ-FM	19:00:00 to Midnight	Weekly	:30	30	0.00	0.00	3	3	0	0	0	0	4
3 8/21/2022	9/6/2022	KLAZ-FM	Midnight to 06:00:00	Weekly	:30	36	0.00	0.00	4	4	0	0	0	0	4

Order Start Date: 8/21/2022    Order End Date: 9/6/2022    Spots: 138    Total Charges: \$0.00

**Projected Calendar Month/End-Of-Schedule Billing Totals for US STATIONS / 3-00711 :**

	<u>Spot Count</u>	<u>Net Billing</u>
August 2022	92	\$0.00
September 2022	46	\$0.00
<b>Total:</b>	<b>138</b>	<b>\$0.00</b>

Confirmed & Accepted for US Stations Hot Springs By: \_\_\_\_\_

Accepted for US STATIONS By: \_\_\_\_\_

Please Sign and Return One Copy

Audit Item 2 b (iv) Period 2/1/21 – 1/31/22  
(2 vacancies filled from the same recruitment)

Total number of interviewees, 13

Sales Executive - Referral Source employee one, 24 Employee Referrals.

Sales Executive - Referral Source employee two, 24 Employee Referrals.

2 b (iv) Period 2/1/22 – 1/31/23

Total number of interviewees, 2

Assistant Engineer - Referral Source, 24 Employee Referrals.

Total number of interviewees 7

Sales Executive – Referral Source, 22 US Stations – Websites/Social  
Media

Audit Item 2. b. (v)

Reporting period 2/1/21 – 1/31/22

Management Training 11/8/21. Good EEO practices were discussed as well as reaching a more diversified pool of candidates.

16 full-time employees, less than 250,000. We are required to perform two points of initiative activities.

Unit personnel involved: Sales Manager, General Manager.

US Stations intern, – Jan 24, 2022 – April 1, 2022.

16 full-time employees, less than 250,000. We are required to perform two points of initiative activities.

Unit Personnel involved: GM/Engineer, Program Director, Production Manager, Business Manager, Traffic Manager, Sales Representative, KQUS-FM on-air staff, KLAZ-FM on-air staff, KLXQ-FM on-air staff.

**Jeri Rowe**

---

**From:** Gary Terrell <gterrell@usstations.com>  
**Sent:** Wednesday, November 15, 2023 9:38 AM  
**To:** Jeri Rowe  
**Subject:** FW: Chamber E mail blast

---

**From:** Neal Gladner  
**Sent:** Wednesday, October 13, 2021 4:40 PM  
**To:** Kristen Connelly; Debra Duree; Caroline Minnick; Diana Hampo  
**Cc:** Gary Terrell  
**Subject:** Chamber E mail blast

This will go out from the Chamber next Monday.  
Feel free to use it yourself as well.

PLEASE – everyone proof this in case I made an error that I’ve missed.

Thank you,



Chamber Eblast  
on Chris Stonic...

Neal

**Neal Gladner**  
**Director of Sales/Marketing**  
**US Stations LLC**  
**125 Corporate Terrace**  
**Hot Springs, AR 71913**  
**501-525-9700**

*Over 92,000 people listen to the US Stations group stations each week in our area. What do you want those potential customers to know about your business? (Source: Nielsen Sp201Fa20 report, Adults 12+ TSA)*

Country - US97/KQUS-FM  
Pop - KLAZ 105.9 FM  
Classic Rock - KLXQ 96.7FM  
Classic Hits - Kool 101.5 - KLBL-FM  
NewsTalk - KZNG 1340AM/105.5FM/94.5FM

US Stations LLC does not discriminate in advertising contracts on the basis of race, ethnicity or gender, and will not accept advertising which is intended to foster such discrimination. Advertiser warrants that it is not purchasing advertising time that is intended to discriminate on the basis of race, ethnicity, religion or gender. Advertising copy, scripts, concepts or production which is created by US Stations remains the property of US Stations. Use anywhere other than US Stations is prohibited without the expressed written permission of US Stations LLC. If you recognize that you were not the intended person for this email, you are asked to respond to the sender with that information, and delete the email from your file. Thank you.

# TROUBLE RECRUITING?

---



Let's face it. Everyone's in the same boat. It's never been more difficult to find dependable employees. And keeping the workers you have is also a challenge.

You are invited to a FREE "Recruiting and Retention Seminar" with nationally recognized expert Chris Stonick. For 33 years, Chris has helped companies of all sizes increase the quality of their hires, and retain employees even in difficult times.

Get tips from Chris that can help with your recruiting and retention challenges.

**Date:** Wednesday, November 9<sup>th</sup>.

**Time:** 9am-11am (Registration at 8:30)

**Location** – Events Center at Oaklawn

*Reservations are required.* Seating is limited, so please make your reservation now. Call Neal Gladner at US Stations, 501-525-9700.

Chris Stonick is a SHRM® accredited trainer, so H-R Professionals will receive two SHRM credits for attending this session.



**Don't get frustrated.**

**Get to the FREE**

**Stonick Seminar on November 9.**

---

**This event a service of US Stations LLC**

**US97 – KLAZ – KZNG – KLXQ - KLBL**



US ★ Stations

KQUS 97.5 US 97  
 KLAZ 105.9 KLAZ  
 KLXQ 96.7 The Rocket  
 KLBL KOOL 101.5  
 KZNG 1340/105.5  
 News/Talk

125 Corporate Terrace  
Hot Springs, AR 71913

Office 501.525.9700  
Fax 501.525.9739



January 24, 2022

Royal, AR 71968

Dear

Welcome to the US Stations, LLC Paid Intern Program. The purpose of the program is to allow high school and college students that are interested in a career in broadcasting to experience day to day operations of the radio stations. The program is for a maximum of 50 hours and or 60 days whichever comes first. This program may be terminated at any time by US Station or the student intern for any reason. You will be reimbursed for your hours at minimum wage rate, currently \$11.00 per hour.

During your time at US Stations you will be expected to follow station employee rules and protocols.

We look forward to having you at US Stations.

Gary Terrell

Manager  
US Stations, LLC

Student Intern



## Jeri Rowe

---

**From:** Gary Terrell <gterrell@usstations.com>  
**Sent:** Tuesday, November 14, 2023 5:11 PM  
**To:** Jeri Rowe  
**Subject:** FW: Intern

**From:** Gary Terrell  
**Sent:** Wednesday, January 26, 2022 3:56 PM  
**To:** melissa.waters@yahoo.com; Jeri Rowe; Michael Dean (michaeldean769@gmail.com); Debra Duree; Diana Hampo; Caroline Minnick; Kristen Connelly; Neal Gladner; craigtdale@yahoo.com; Zach Huggins; Jarrett Jackson; Pat O'Briant; tomdukej@yahoo.com; Jennifer Bailey; Vicki Parker  
**Cc:** Terri Rhodes (terri@shinnent.com); Margaret Hoffman (margaret@shinnent.com); Greg Shinn (greg@shinnent.com); Charles Shinn (charles@shinnent.com)  
**Subject:** Intern

Everyone,

Beginning Friday January 28<sup>th</sup> \_\_\_\_\_ will begin an internship with the company. The FCC encourages stations to have an intern program as part of a diversified EEO Program. The intern program will last for a maximum of 50 hours.

\_\_\_\_\_ graduated May 2018 from Decatur High School in Decatur, AL. He is currently a full time student at NPC is as well as a full time employee at the McDonalds across the street. Due to his busy schedule, he will mostly be here with us on Fridays. \_\_\_\_\_ as agreed to our Covid protocols and recently had a negative PCR test. Please join me and welcome \_\_\_\_\_ to the station.

Thanks,

Gary

## Jeri Rowe

---

**From:** Gary Terrell <gterrell@usstations.com>  
**Sent:** Tuesday, November 14, 2023 5:11 PM  
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**Subject:** FW: Meeting times

---

**From:** Gary Terrell  
**Sent:** Wednesday, January 19, 2022 9:30 AM  
**To:**  
**Subject:** RE: Meeting times

You mentioned Monday (1/24) at 10:30am. That will work for me. I look forward to meeting you. We currently require masks in the building.

Thanks,

Gary Terrell  
Manager  
US Stations, LLC  
125 Corporate Terrace  
Hot Springs, AR 71913

---

**From:**  
**Sent:** Tuesday, January 18, 2022 9:18 PM  
**To:** Gary Terrell  
**Subject:** Meeting times

Hi this is [redacted] we talked last week about meet up times I was wondering if there is a specific day and time that you would like to meet.

Sent via the Samsung Galaxy Note20 Ultra 5G, an AT&T 5G smartphone

Date	In	Out	Hours
1/28/2022	11:00am	3:00pm	4:00
2/4/2022	11:20am	2:50pm	3:20
2/11/2022	11:00am	3:00pm	4:00
2/18/2022	11:18am	3:00pm	3:42
Total			15:02
Rounded up			15:15
3/4/2022	11:30am	3:00pm	3:30
3/11/2022	11:30am	2:45pm	3:15
3/18/2022	Absent	Did Not Call	
3/25/2022	11:15am	2:15pm	3:00
4/1/2022	10:45am	3:00pm	4.15
Total			14:00

Audit Item 2. b. (v)

Reporting period 2/1/21 – 1/31/22

Management Training 11/8/21. Good EEO practices were discussed as well as reaching a more diversified pool of candidates.

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OPEN TO THE COMMUNITY

## NPC JOB FAIR 2022

Tuesday, April 19

10AM – 2PM

Student Commons Building

National Park College

*Brought to you by NPC Career Services*

The 2022 Job Fair presents an opportunity for you to meet and interview prospective employees including our students, alumni, and members of the community.

DISPLAY SPACE IS AVAILABLE AT NO CHARGE and includes one table and two chairs, and lunch tickets will be provided. A limited number of tables will have access to electrical power (please designate your request on the registration form). You may set up your display on the day of the job fair after 9AM.

As a new feature this year, we are asking all organizations to bring a \$20 door prize to be given away during the event. You are also welcome to bring promotional items to encourage participant visits.

The NPC Job Fair is a Hiring opportunity and not a sales opportunity. In addition, the job fair is not for "home based" businesses and is not for businesses where success and income are determined by your effectiveness in building a sales organization that includes other consultants that help you expand your customer base as they build their sales organization.

### Registration/Contact Information (Please circle each answer)

Name Gary Terrell

Company US Stations, LLC

Are you an NPC Alumnus?

Yes

No

Number of representatives attending?

One

Two

Will you need electricity?

Yes

No

Organization Type

Banking / Accounting

Business / Legal/ Marketing

City / State / Federal Government

Criminal Justice / Military

Employment Agency for Business / Education

Hospitality & Tourism

Nursing / Health Sciences

Technical Trades

Volunteer Agency

Other (please specify)

**BROADCASTING / MEDIA**

## Gary Terrell

---

**From:** ~~Terry Bright~~ Terry.Bright@np.edu  
**Sent:** Friday, April 01, 2022 12:57 PM  
**To:** Gary Terrell  
**Subject:** RE: [EXTERNAL EMAIL] RE: Job Fair 2022

Thank you!

Coordinator Career Services  
OFFICE 501.760.4246  
FAX 501.760.4354  
EMAIL [tbright@np.edu](mailto:tbright@np.edu)

**National Park College**  
[www.NP.edu](http://www.NP.edu)



---

**From:** Gary Terrell <[gterrell@usstations.com](mailto:gterrell@usstations.com)>  
**Sent:** Friday, April 1, 2022 9:43 AM  
**To:**  
**Subject:** RE: [EXTERNAL EMAIL] RE: Job Fair 2022

[This email originated from outside of the organization. Do not click on links or open attachments unless you recognize the sender and know the content is safe.]

I don't have a clean US Stations logo on my computer. We don't use it much since the general public is not really familiar with it. Here are the US97 Logo and KLAZ logo if you have room for both. Otherwise just use the US97 logo.

Thanks,  
Gary

---

**From:**  
**Sent:** Thursday, March 31, 2022 4:46 PM  
**To:** Gary Terrell  
**Subject:** RE: [EXTERNAL EMAIL] RE: Job Fair 2022

~~Gary~~

Send your radio station logo to be displayed on career services website.



Your sponsorship is greatly appreciated!

Coordinator Career Services  
OFFICE 501.760.4246  
FAX 501.760.4354  
EMAIL [tbright@np.edu](mailto:tbright@np.edu)

**National Park College**

[www.NP.edu](http://www.NP.edu)



**From:** Gary Terrell <[gterrell@usstations.com](mailto:gterrell@usstations.com)>  
**Sent:** Thursday, February 17, 2022 10:16 AM  
**To:** [REDACTED]  
**Subject:** [EXTERNAL EMAIL] RE: Job Fair 2022

[This email originated from outside of the organization. Do not click on links or open attachments unless you recognize the sender and know the content is safe.]

Terry,

Attached is a copy of our registration form. I have turned in the sponsorship form to our Business Manager. We have selected the Silver Sponsorship. A check for \$500 will be mailed today or tomorrow.

Thanks,

~~Gary Terrell~~  
Manager  
US Stations, LLC

---

**From:**  
**Sent:** Tuesday, February 15, 2022 11:12 AM  
**To:** Gary Terrell  
**Subject:** Job Fair 2022

Gary,

Please return registration form via e-mail back to me.

Your support is greatly appreciated!

Coordinator Career Services  
OFFICE 501.760.4246  
FAX 501.760.4354  
EMAIL

**National Park College**  
[www.NP.edu](http://www.NP.edu)



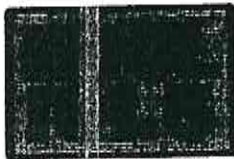
**NPC Confidentiality Notice:**

This email and any documents accompanying it may contain confidential information protected by the Family Educational Rights and Privacy Act (FERPA). Please protect the privacy of this information. If you have received this transmission in error, please immediately notify the sender to arrange for the return of the message and any attached documents.









## US ★ Stations

KQUS 97.5 US 97  
 KLAZ 105.9 KLAZ  
 KLXQ 96.7 The Rocket  
 KLBL KOOL 101.5  
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Total			14:00

Audit Item 2. b. (vi)

There are not any pending complaints currently on file, nor have there ever been any complaints, verbal or written, filed with US Stations LLC alleging discrimination in the employment practices of US Stations.

## Audit Item 2. b. (vii)

The General Manager is responsible for the overall implementation and enforcement of the EEO Policies for the entire employment unit. The General Manager also interviews candidates for Sales and programming positions but generally allows the department head to make final decisions. This allows the General Manager to monitor hiring decisions to ensure fair hiring practices.

US Stations' employee manual contains an EEO Statement and Non harassment Policy. All employees are required to read and sign a form that states that they have read and understand the policies in the handbook. Federal and State required EEO posters are displayed in a common area.

The Sales Manager prepares letters and sends employment opportunities to a variety of sources. During the interview process, applicants are asked where they learned of the open position.

All radio recruitment ads are tagged with, we are an Equal Opportunity employer, those announcements are broadcast throughout the building for all employees to hear.

The Sales Manager posts on his personal social media and always mentions that US Stations is an Equal Opportunity Employer. Each time a position is recruited, he informs the employees.

The Programming Manager interviews and makes hiring decisions for positions within the programming department. . During the interview process, applicants are asked where they learned of the open position.

The Business Manager/Human Resource Manager is responsible for overseeing that all EEO requirements are fulfilled during the recruitment process.

The unit's Equal Employment Opportunity Policy is included in the employee manual and is given to all personnel. The EEO Policy is reviewed with every new employee. A copy of the policy is on the next page.

# Arkansas Policies

## Hiring and Orientation Policies

### Disability Accommodation

US Stations LLC complies with the Americans with Disabilities Act (ADA), the Pregnancy Discrimination Act, and all applicable state and local fair employment practices laws and is committed to providing equal employment opportunities to qualified individuals with disabilities, including disabilities related to pregnancy, childbirth, and related conditions. Consistent with this commitment, the Company will provide reasonable accommodation to otherwise qualified individuals, where appropriate, to allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship on the business.

If you require an accommodation because of your disability, it is your responsibility to notify your supervisor. You may be asked to include relevant information such as:

- A description of the proposed accommodation.
- The reason you need accommodation.
- How the accommodation will help you perform the essential functions of your job.

After receiving your request, the Company will engage in an interactive dialogue with you to determine the precise limitations of your disability and explore potential reasonable accommodations that could overcome those limitations. Where appropriate, we may need your permission to obtain additional information from your medical provider. All medical information received by the Company in connection with a request for accommodation will be treated as confidential.

The Company encourages you to suggest specific reasonable accommodations that you believe would allow you to perform your job. However, the Company is not required to make the specific accommodation requested by you and may provide an alternative accommodation, to the extent any reasonable accommodation can be made without imposing an undue hardship on the Company.

If leave is provided as a reasonable accommodation, such leave may run concurrently with leave under the federal Family and Medical Leave Act and/or any other leave where permitted by state and federal law.

The Company will not discriminate or retaliate against employees for requesting an accommodation.

### EEO Statement and Non harassment Policy

#### Equal Opportunity Statement

US Stations LLC is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation because of age (40 and older), race, color, national origin, ancestry, religion, sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), physical or mental disability, genetic information (including testing and characteristics), veteran status, uniformed servicemember status, or any other status protected by federal, state, or local laws. The Company is dedicated to the fulfillment of this policy in regard to all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.

Audit Item 2.b. (viii)

US Stations LLC affirms that the company periodically reviews the effectiveness of sources on its recruitment list and seeks additional outreach sources when needed. The General Manager, and Business Manager/H.R. Manager hold discussions from time to time and at the time of identifying FT job vacancies and posting recruitment notices to review whether EEO policies are being followed, i.e., retention of postings, screenshots of internet postings, curating the list of recruitment sources to send job opportunities, posting job opportunities on company website and other social media. The company removes recruitment sources that have become ineffective and adds sources which we learn about from business trade organizations and other sources.

Audit Item 2. b. (ix)

US Stations LLC is sensitive to ongoing compliance with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques. The company looks for job candidates who demonstrate longevity at their previous employment, relevant skills, training and/or experience in the position we are trying to fill, etc. Management staff meets approximately monthly to discuss employee issues, including requests for pay increases, promotions, benefits such as medical insurance and other related issues. When the General Manager reviews employee performance, he considers such things as whether they are meeting or exceeding job requirements, longevity with the company and any issues or concerns that the company or employee may have. Promotions, benefits, pay level, and seniority within the company are considered consistent with federal and state requirements, job performance and the employee's qualifications without regard to race, color, sex, age, national origin, or disability. The company strives to operate an equal opportunity workplace.

The company has no union agreements.

Audit Item 2.b.(x)

US Stations, LLC is not a religious broadcaster.



Audit Item 3. Time Brokerage - None of the US Stations, LLC operates under a time brokerage agreement.

Audit Item 4. Time Brokerage – Broker receives audit letter. N/A

Audit Item 4. (a), (b), and (c) N/A