

**KBBQ-FM, KLSZ-FM, KOMS-FM  
EEO PUBLIC FILE REPORT  
February 1, 2017 – January 31, 2018**

## I. VACANCY LIST

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	<b>Ohio Center for Broadcasting</b> Placement.columbus@beonair.com	No	0
2	<b>University of Arkansas Career Services</b> <a href="http://www.uark-csm.symplicity.com/employers">www.uark-csm.symplicity.com/employers</a>	No	0
3	<b>University of Arkansas</b> Walton College of Business <a href="http://www.waltoncollege.uark.edu/career">www.waltoncollege.uark.edu/career</a>	No	0
4	<b>John Brown University</b> 2000 N. University Siloam Springs, AR 72761 Attn: Glenda Manice	No	0
5	<b>North West Arkansas Community College</b> 1 College Dr. Bentonville, AR 72712	No	0
6	<b>University of Arkansas-Ft Smith</b> PO Box 3649 Ft. Smith, AR 72913	No	0
7	<b>University of the Ozarks</b> 415 N. College Ave. Clarksville, AR 72830	No	0
8	<b>Arkansas State University</b> PO Box 2490 Jonesboro, AR 72467	No	0
9	<b>NAACP</b> PO Box 25314 Little Rock, AR 72211 Attn: Dale Charles	No	0
10	<b>Multicultural Center of North West Arkansas</b> PO Box 2035 Springdale, AR 72765	No	0
11	<b>Indian Capital Technology Center</b> HCR 61 Box 12 Sallisaw, OK 74955	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>
12	<b>The National Association of Hispanic Journalists</b> jobbank@nahj.org	No	0
13	<b>American Indian Center of Arkansas</b> 1100 N University Ave. #143 Little Rock, AR 72207-8344	No	0
14	<b>Arkansas Employment Security Department</b> PO Box 34047 Little Rock, AR 72203	No	0
15	<b>American Business Women's Association</b> PO Box 636 Roland, OK 74954	No	0
16	<b>Network of Executive Women</b> PO Box 8413 Ft. Smith, AR 72901	No	0
17	<b>Community Service Clearinghouse</b> 4420 Wheeler Ave. Ft. Smith, AR 72901	No	0
18	<b>Arkansas Broadcasters Association</b> 2024 Arkansas Valley Dr. Suite 201 Little Rock, AR 72212	No	0
19	<b>Arkansas Employment Workforce Center</b> <a href="http://www.arjoblink.arkansas.gov">www.arjoblink.arkansas.gov</a>	No	0
20	<b>Arkansas Democrat Gazette</b> tpelt@nwadg.com Contact: Tammy Pelt Phone: 479.316.0663	No	0
21	<b>Sales and Marketing Executive Association</b> PO Box 23607 Little Rock, AR 72221	No	0
22	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	No	7
23	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
24	<b>Word-of-Mouth Referral</b>	No	3
25	<b>Walk-In/Self-Referral</b>	No	8
26	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.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>
27	<b>Media Recruiter Website</b> <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>	No	0
28	<b>Southwest Times-Record</b> lhernandez@swtimes.com Contact: Lupe Hernandez Phone: 479.785.7705	No	0
29	<b>Craig's List</b> <a href="http://www.fayar.craigslist.org">www.fayar.craigslist.org</a>	No	0
30	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	0
31	<b>Putting Arkansas Back to Work Job Fair</b> ( <i>see Section III</i> )	No	0
32	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	9
33	<b>Career Builder Website</b> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	No	0
34	<b>Linked In Website</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
35	<b>Jobs Arkansas</b> <a href="http://www.jobsarkansas.com">www.jobsarkansas.com</a>	No	0
36	<b>University of Arkansas Career Day for Athletes</b> ( <i>see Section III</i> ) Hotz Hall Room 515 Fayetteville, AR 72701	No	0
37	<b>Walton School of Business Career Day</b> ( <i>see Section III</i> ) Walton College of Business Fayetteville, AR 72701	No	0
38	<b>Re-Hire Former Employee</b>	No	1
39	<b>Cumulus Job Board Website</b> <a href="http://www.cumulus.hrmdirect.com">www.cumulus.hrmdirect.com</a>	No	0
40	<b>Simply Hired Website</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	No	0
41	<b>Glass Door Website</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
42	<b>Link Up Website</b> <a href="http://www.linkup.com">www.linkup.com</a>	No	0
43	<b>Cumulus Facebook page</b>	No	0
44	<b>Ziprecruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	<b>Cumulus Talent Network</b> <a href="http://www.myworkday.com/cumulus">www.myworkday.com/cumulus</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			28

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	During April, 2017 our SEU took part in a shadowing program for high school aged students with Arkansas Support Network. This is a School-to-Work Transition program for students with special learning needs. Students toured the business office, radio studios, and had Q & A session with Operations Manager.
<b>2</b>		
<b>3</b>		