

KBBQ-FM, KOMS-FM, KOAI-AM, KLSZ-FM
EEO PUBLIC FILE REPORT
February 1, 2016 – January 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hires

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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	Ohio Center for Broadcasting Placement.columbus@beonair.com	No	0
2	University of Arkansas Career Services Hotz Hall Room 515 Fayetteville, AR 72701	No	0
3	University of Arkansas Walton College of Business Fayetteville, AR 72701	No	0
4	John Brown University 2000 N University Siloam Springs, AR 72761 Attn: Glenda Manice	No	0
5	North West Arkansas Community College 1 College Dr Bentonville, AR 72712	No	0
6	University of Arkansas-Ft Smith POB 3649 Ft Smith, AR 72913	No	0
7	University of the Ozarks 415 N College Ave Clarksville, AR 72830	No	0
8	Arkansas State University POB 2490 Jonesboro, AR 72467	No	0
9	NAACP POB 25314 Little Rock, AR 72211 Attn: Dale Charles	No	0
10	Multicultural Center of North West Arkansas POB 2035 Springdale, AR 72765	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Indian Capital Technology Center HCR 61 Box 12 Sallisaw, OK 74955	No	0
12	The National Association of Hispanic Journalists jobbank@nahj.org	No	0
13	American Indian Center of Arkansas 1100 N University Ave #143 Little Rock, AR 72207-8344	No	0
14	Arkansas Employment Security Department POB 34047 Little Rock, AR 72203	No	0
15	American Business Women's Association POB 636 Roland, OK 74954	No	0
16	Network of Executive Women POB 8413 Ft Smith, AR 72901	No	0
17	Community Service Clearinghouse 4420 Wheeler Ave Ft Smith, AR 72901	No	0
18	Arkansas Broadcasters Association 2024 Arkansas Valley Dr Suite 201 Little Rock, AR 72212	No	0
19	Arkansas State Employment Office 616 Garrison Ave Ft Smith, AR 72901	No	0
20	Arkansas Democrat Gazette 121 East Capitol Little Rock, AR 72201 Contact: Tammy Pelt Phone: 479.316.0663	No	0
21	Sales and Marketing Executive Association POB 23607 Little Rock, AR 72221	No	0
22	On-Air Announcements (all SEU stations)	No	5
23	Cumulus Business Managers BM@cumulus.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Word-of-Mouth Referral	No	10
25	Walk-In/Self-Referral	No	6
26	All Access Website www.allaccess.com	No	0
27	Media Recruiter Website www.mediarecruiter.com	No	0
28	Southwest Times-Record 3600 Wheeler Ave Fort Smith, AR 72901 Contact: Lupe Hernandez Phone: 479.785.7705	No	0
29	Craig's List www.fortsmith.craigslist.org	No	0
30	Station Website Postings (<i>one or more SEU stations</i>)	No	0
31	Putting Arkansas Back to Work Job Fair (<i>see Section III</i>)	No	0
32	Indeed Website www.indeed.com	No	6
33	Career Builder Website www.careerbuilder.com	No	0
34	Linked In Website www.linkedin.com	No	0
35	Jobs Arkansas www.jobsarkansas.com	No	0
36	University of Arkansas Career Day for Athletes (<i>see Section III</i>) Hotz Hall Room 515 Fayetteville, AR 72701	No	0
37	Walton School of Business Career Day (<i>see Section III</i>) Walton College of Business Fayetteville, AR 72701	No	0
38	Re-Hire Former Employee	No	0
39	Cumulus Job Board Website www.cumulus.hrmdirect.com	No	0
40	Simply Hired Website www.simplyhired.com	No	0
41	Glass Door Website www.glassdoor.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Link Up Website www.linkup.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	On September 15, 2016, our SEU sponsored the Putting Arkansas Back to Work Job Fair at the Holiday Inn & Convention Center in Springdale, Arkansas. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Market, Business and Operations Managers as well as a number of Account Executives occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on KBBQ-FM, KLSZ-FM, and KOMS-FM. In addition, our SEU broadcast live from the job fair to promote the event.
2	Participate in Job Fair	On March 18, 2016, our SEU participated in Career Day for Athletes sponsored by the University of Arkansas. This event took place on the Fayetteville campus. SEU representatives spoke with interested students/attendees about career opportunities in broadcasting as well as internships and job openings within the SEU. SEU participants included an Account Executive and Market Manager.
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