

**Hog Radio, Inc., dba**  
**KUOA AM . KCYT FM . KFMD FM . KBVA FM**  
Springdale, Arkansas

**EEO Public File Report 2019**

**February 1, 2019 – January 31, 2020**

*(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)*

**As per the payroll ending January 31, 2020, radio stations KUOA AM, KCYT FM, KFMD FM, & KBVA FM had a total of Eight (8) full-time employees.**

**Eight (8) full time positions consisting of: One (1) Officials and Managers (White, Female); Three (3) Professional (2-White, Male and 1-White, Female), Four (4) Sales Worker (2-White, Female, 1 Black Female, 1 White Male)**

**Two (2) part time positions, professional (white, male)**

**I. VACANCY LIST**

**The following six (6) vacancies were for full time jobs during the previous 12 months.**

| <b>Job Title</b>              | <b>Date of Opening</b> | <b>Date Filled</b>    | <b>Sources</b>         |
|-------------------------------|------------------------|-----------------------|------------------------|
| <b>Sales</b>                  | <b>JAN 8, 2019</b>     | <b>MAR 01,2019</b>    | <b>Returning staff</b> |
| <b>Sales</b>                  | <b>Feb 07, 2018</b>    | <b>AUG 1, 2019</b>    | <b>Referral</b>        |
| <b>Programming</b>            | <b>FEB 28, 2019</b>    | <b>MAR 01, 2019</b>   | <b>Referral</b>        |
| <b>Sales</b>                  | <b>SEPT, 2019</b>      | <b>OCT 01, 2019</b>   | <b>Referral</b>        |
| <b>Programming *Part Time</b> | <b>Feb 28, 2019</b>    | <b>Mar 01, 2019</b>   | <b>Referral</b>        |
| <b>Sales</b>                  | <b>Mar 01, 2019</b>    | <b>April 01, 2019</b> | <b>Intern hired</b>    |

**II. PRONG 3 MENU OPTION**

During the last 12 months, the station employment unit engaged in the following initiatives:

**a. Internship Program**

Hog Radio, Inc. participated in the Arkansas Broadcasters Association 2019 Internship Program. The Arkansas Broadcasters Association's Internship Program is an eight-week paid program that involves students in all aspects of the radio station. Three (3) students from area University & High Schools were utilized in writing, recording and running programming of live sports show.

**b. Station Tours**

During 2019 Hog Radio, Inc. employees provided tours and information about the radio station and the various types of positions held within the station to several groups including: Boy Scouts, Girl Scouts and various school groups from around Washington & Benton Counties. We also hosted the

public during our KFMD morning show to promote local events in our coverage area with the Give Back Wed series.

**c. Job Fairs**

Personnel from station group attended the McDonald County High School Career Day/Job Fair held at the Mc Donald County High School on November 14, 2019 9am-12noon. Information was distributed about our station group- including coverage maps- as well as brochures provided by ABA about careers in broadcasting.

**d. Careers in Broadcasting**

We make information pamphlets available about careers in the broadcast field during live remote broadcasts.

Hog Radio, Inc. is an Equal Opportunity Employer.

Hog Radio, Inc. is located at 2704 American Springdale AR. The mailing address is PO Box 311, De Queen, Arkansas, 71832. Contact the station 479-303-2034 or via email: [candace@hogradio.com](mailto:candace@hogradio.com) for more information.

Submitted by:



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Candace Dixon-Horne, General Manager

# Worksheet

## Full time

Candace Dixon-Horne - Manager

Jennifer Adams - Sales

Marci Beeks-McClamroch - Professional

Staci Clinkscales - Sales

Mark Wells - Professional

Rochelle Bailey - Sales

William Paul - Sales

Seth Campbell - Intern hired into Sales (left at 60 days)

Zach Arns - Professional

## Part Time

Brock Short - Professional

Derek Ruscin - Professional

## Interns 2019-20

Summer

Dylan Crawford

Spring

None

Fall 19

Alex Wright

Winter 19

Ryan Bolding