

KBBQ-FM, KLSZ-FM, KOMS(FM)
EEO PUBLIC FILE REPORT
February 1, 2018 – January 31, 2019¹

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
Account Executive	22, 24, 25, 32, 34, 36-38, 39, 40-45	38
Sales Manager	22, 24, 25, 32, 34, 36-38, 39, 40-45	38

¹ This Report was revised in January 2020 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	Ohio Center for Broadcasting Placement.columbus@beonair.com	No	0
2	University of Arkansas Career Services www.uark-csm.symplicity.com/employers	No	0
3	University of Arkansas Walton College of Business www.waltoncollege.uark.edu/career	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 PO Box 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 PO Box 2490 Jonesboro, AR 72467	No	0
9	NAACP PO Box 25314 Little Rock, AR 72211 Attn: Dale Charles	No	0
10	Multicultural Center of North West Arkansas PO Box 2035 Springdale, AR 72765	No	0
11	Indian Capital Technology Center HCR 61 Box 12 Sallisaw, OK 74955	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 PO Box 34047 Little Rock, AR 72203	No	0
15	American Business Women's Association PO Box 636 Roland, OK 74954	No	0
16	Network of Executive Women PO Box 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 Employment Workforce Center www.arjoblink.arkansas.gov	No	0
20	Arkansas Democrat Gazette tpelt@nwadg.com Contact: Tammy Pelt Phone: 479.316.0663	No	0
21	Sales and Marketing Executive Association PO Box 23607 Little Rock, AR 72221	No	0
22	On-Air Announcements (<i>all SEU stations</i>)	No	3
23	Cumulus Business Managers BM@cumulus.com	No	0
24	Word-of-Mouth Referral	No	2
25	Walk-In/Self-Referral	No	0
26	All Access Website www.allaccess.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Media Recruiter Website www.mediarecruiter.com	No	0
28	Southwest Times-Record lhernandez@swtimes.com Contact: Lupe Hernandez Phone: 479.785.7705	No	0
29	Craig's List www.fayar.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	3
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	Job Fair - Goodwill Fayetteville Goodwill Industries of AR	No	3
37	Job Fair - Goodwill Fort Smith Goodwill Industries of AR	No	3
38	Re-Hire Former Employee	No	2
39	Cumulus Job Board Website www.cumulus.hrmdirect.com	No	0
40	Monster Website www.monster.com	No	0
41	Glass Door Website www.glassdoor.com	No	0
42	Link Up Website www.linkup.com	No	0
43	Cumulus Facebook page	No	0
44	ZipRecruiter www.ziprecruiter.com	No	0
45	Cumulus Talent Network www.myworkday.com/cumulus	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/programs sponsored by educational institutions relating to career opportunities in broadcasting (<i>numerous</i>)	Throughout 2018 our SEU took part in a shadowing program for high school 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 sessions with our Operations Manager, Production Director, and On-Air Talent.
2	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	In May 2018, our SEU hosted a Farmington Middle School student through a day of job shadowing. This student received one-on-one attention and instruction from members of our On-Air staff, Promotions department, Production Director, and Market Manager.
3	Host Job Fair	On January 2, 2019, our SEU hosted a Hiring Event in collaboration with Goodwill Industries of Arkansas at its facilities in Fayetteville, AR. Our Market Manager and Promotions Director spoke with attendees about career opportunities in radio broadcasting and job openings within the SEU, providing Company pamphlets, employment information, and job applications to interested individuals.
4	Host Job Fair	On January 8, 2019, our SEU conducted a Hiring Event in collaboration with Goodwill Industries of Cumulus-FayettevilleArkansas at its facilities in Fort Smith, AR. Our Market Manager and Promotions Director spoke with attendees about career opportunities in radio broadcasting and job openings within the SEU, providing Company pamphlets, employment information, and job applications to interested individuals.