

**KKBD, KMAG, KWHN, KZBB**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2-8	4
Account Executive	1-8	1

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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	Employee Referral	N	1
2	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
3	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
4	Indeed.com - Not Directly Contacted by SEU	N	4
5	Southwest Times Record PO Box 1369 Fort Smith, Arkansas 72901 Email : <a href="mailto:classified@swtimes.com">classified@swtimes.com</a> Career Services	N	0
6	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2806 Email : <a href="mailto:recruit@uark.edu">recruit@uark.edu</a> Barbara Batson	N	0
7	University of Arkansas Fort Smith PO BOX 3649 Fort Smith, Arkansas 72901 Email : <a href="mailto:careerservices@uafs.edu">careerservices@uafs.edu</a> Fax : 1-479-424-6836 Career Services	N	0
8	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/22/2019	Participation in events or programs sponsored by educational institutions	On February 22, 2019, a Program Director/On-Air Talent participated in a career day at Fairview Elementary in Fort Smith, AR, speaking to the students about the skills needed to succeed in the broadcasting industry, as well as different career opportunities.	1	Program Director/On-Air Talent
2	3/7/2019	Participation in Job Fairs	On March 7, 2019, our SEU participated in a Career Fair at the University of Fort Smith, Smith-Pendergraft Campus Center. Station participants included our SVP of Programming and a Program Director/On-Air Talent, who spoke with attendees about career opportunities in broadcasting.	2	SVP of Programming Program Director/On-Air Talent
3	3/15/2019	Participation in events or programs sponsored by educational institutions	On March 15, 2019, our Program Director/On-Air Talent addressed the Leadership Leflore County Class in Poteau, OK about communicating with the media. During the event, he/she spoke to the class about the skills needed to succeed in the broadcasting industry, as well as different career opportunities.	1	Program Director/On-Air Talent
4	3/27/2019	Participation in events or programs sponsored by educational institutions	On March 27, 2019, our SEU hosted students from Hackett High School's Communications Class for a station/studio tour. During the tour, our SEU's On-Air Talent spoke with the students about the skills needed to succeed in broadcasting, industry trends, and various career opportunity at our SEU.	1	Program Director/On-Air Talent
5	5/6/2019	Participation in Job Fairs	On May 6, 2019, our SEU participated in a Job Fair at the Frisco Station Mall. Station participants included our Regional SVP of Programming and an On Air Talent and Public Affairs employee, who spoke with interested attendees about career opportunities in broadcasting at our SEU.	2	Region Senior Vice President of Programming On-Air Talent & Public Affairs

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6	10/2/2019	Participation in Job Fairs	On October 2, 2019, our SEU participated in a Job Fair at the Frisco Station Mall. Station participants included an On Air Talent and Public Affairs employee, our Director of Multi-Market Partnerships, and an Account Executive, who spoke with attendees about career opportunities in broadcasting.	3	On Air Talent & Public Affairs Director of Multi-Market Partnerships Account Executive
7	10/22/2019	Participation in Job Fairs	On October 22, 2019, our SEU participated in the iCan Career Expo at the Fort Smith Convention Center. Station participants included our Program Director/On-Air Talent, who spoke with attendees about career opportunities in broadcasting.	1	Program Director/On Air Talent
8	11/1/2019	Participation in events sponsored by community groups	On November 1, 2019, our SEU participated in the Franklin County Arkansas Single Parent Scholarship "Beauty and the Beads" luncheon. During the luncheon, our SEU's Program Director/On-Air Talent spoke with individuals about the skills needed to succeed in broadcasting, industry trends, and various career opportunities in our SEU.	1	Program Director/On Air Talent
9	1/22/2020	Participation in events sponsored by community groups	On January 22, 2020, our SEU hosted students from the Boys & Girls Club of Leflore County. During the presentation, our SEU's On-Air Talent spoke with the students about the skills needed to succeed in broadcasting, industry trends, and various career opportunity at our SEU.	1	Program Director/On-Air Talent