

**KAAB, KBTA-AM, KBTA-FM, KKIK, KWOZ, KZLE**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018-January 31, 2019**

**I. VACANCY LIST**

| <b>Job Title</b>             | <b>Recruitment Sources ("RS) Used to Fill<br/>Vacancy</b> | <b>RS Referring Hiree</b> |
|------------------------------|---|---------------------------|
| Digital Media Specialist     | 9   | 1                         |
| Part-Time Board Operator (3) | 5, 8  | 3                         |

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

| RS Number | RS Information  | No. of Interviews Referred by RS in Reporting Period |
|-----------|---|--|
| 1         | On Air Promotion  | 0  |
| 2         | Arkansas Weekly<br>P.O. Box 2077<br>Batesville, AR 72501<br>Phone: 870-793-4196<br>Chad Whiteaker<br>Email: <a href="mailto:chadwrde@yahoo.com">chadwrde@yahoo.com</a>  | 0  |
| 3         | Arkansas Broadcasters Association<br>2024 Arkansas Valley Drive, Suite 403<br>Little Rock, Arkansas 72212<br>Phone: 501-227-7564<br>Luke Story<br>Email: <a href="mailto:luke@arkbroadcasters.org">luke@arkbroadcasters.org</a> | 0  |
| 4         | All Access Music Group<br>24955 Pacific Coast Highway, C303<br>Malibu, CA 90265<br>(310) 457-6616<br>Classified Job Postings  | 0  |
| 5         | Cave City Schools<br>Radio/TV Broadcasting Class<br>620 North Main Street<br>Cave City, AR 72521<br>Phone: 870-283-5391<br>Ben Johnson  | 2  |
| 6         | Staffmark Employment Agency<br>Eagle Mountain Blvd, Ste. 13<br>Batesville, AR 72501<br>Phone: 870-698-2800  | 0  |
| 7         | Internal Company Promotion  | 0  |
| 8         | Word of Mouth Referrals   | 1  |

|   |                |   |
|---|----------------|---|
| 9 | No Recruitment | 1 |
|---|----------------|---|

**Total Interviews Over Reporting Period: 4**

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**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Brief Description of Activity</b>   | <b>No. of Station Participants</b> | <b>Participant Title</b>  |
|---|-------------|--|------------------------------------|---|
| 1 | 2/1/2018    | In conjunction with the Arkansas Broadcasters Association, our company maintains a student internship program providing a behind the scenes look into the operation of the daily activities of our group. The intern learns the functions and duties of each department and its personnel and is allowed to participate in supervised on-air broadcast activities. Participants are encouraged to ask questions and to seek career advice. | 5                                  | General Manager<br>Program Director<br>Sales Representative<br>Traffic Coordinator<br>Promotions Director |
| 2 | 9/18/2018   | At the request of Julie Reardon-EAST Lab Instructor, our GM was asked to speak to students at Southside School's EAST Program regarding broadcasting and was involved in helping students assemble a mock newscast.  | 1                                  | General Manager   |
| 3 | 10/19/2018  | At the request of Amy Foree-Director of Admissions, our GM was invited to speak to area high school students at our local community college annual "Career Day". He spoke about the different facets of broadcasting, encouraged student to seek careers in the broadcast field and provided information about internship opportunities.   | 1                                  | General Manager   |