

**KLAL(FM), KIPR(FM), KURB(FM), KAAV(AM),
KARN(AM), KARN-FM, KFOG(AM)
EEO PUBLIC FILE REPORT¹
February 1, 2021 - January 31, 2022**

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 Hiree
Account Executive	1-23, 29, 33-37	22
Account Executive	1-23, 25, 29, 33-37	25
Sales Assistant	1-23, 29, 33-37	22
On-Air Host	1-23, 28-29, 33-37	28

¹ Pursuant to a Facilities and Services Agreement dated June 12, 2007, this SEU shares employees with The Last Bastion Station Trust, LLC, as Trustee, licensee of stations KOKY (FM), Sherwood, AR and KPZK-FM, Cabot, AR. Accordingly, the employment recruitment with respect to these Stations is reflected herein.

**KLAL(FM), KIPR(FM), KURB(FM), KAA Y(AM),
KARN(AM), KARN-FM, KFOG(AM)
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022**

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	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
2	www.abilitiesinjobs.com	No	0
3	www.asianinjobs.com	No	0
4	www.blackinjobs.com	No	0
5	www.blackinjobs.com	No	0
6	www.hispanicinjobs.com	No	0
7	www.lgbtqinjobs.com	No	0
8	www.diversityinjobs.com	No	0
9	www.seniorsinjobs.com	No	0
10	www.womeninjobs.com	No	0
11	www.JOFDAV.com	No	0
12	www.disAbledperson.com	No	0
13	www.hireblacknow.com/	No	0
14	www.hispanicjobexchange.com	No	0
15	www.africanamericanjobsearch.com	No	0
16	www.asianjobsearch.com	No	0
17	www.lgbtjobsearch.com	No	0
18	www.disabledjobseekers.com	No	0
19	www.usdiversityjobsearch.com	No	0
20	www.veterancareercenter.com	No	0
21	www.seniorstowork.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Indeed Website (<i>not directly contacted by SEU</i>) <i>www.indeed.com</i>	No	13
23	Glassdoor (<i>not directly contacted by SEU</i>) <i>www.glassdoor.com</i>	No	0
24	SEU Job Fairs (<i>see Section III</i>)	No	0
25	Employee Referral	No	1
26	Walk In/Self-Referral	No	0
27	Client/Outside Referral	No	0
28	All Access Website <i>www.allaccess.com</i>	No	6
29	Cumulus Careers Website <i>www.cumulusmediajobs.net</i>	No	5
30	Internal Transfer/Promotion	No	0
31	LinkedIn (<i>www.linkedin.com</i>)	No	0
32	Internal Posting	No	0
33	Adunza (<i>www.adzuna.com</i>)	No	0
34	Job Is Job (<i>www.jobisjob.com</i>)	No	0
35	My Job Helper (<i>www.myjobhelper.com</i>)	No	0
36	Oodle (<i>www.oodle.com</i>)	No	0
37	Trovit (<i>www.trovit.com</i>)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			25

**KLAL(FM), KIPR(FM), KURB(FM), KAAAY(AM),
KARN(AM), KARN-FM, KFOG(AM)
EEO PUBLIC FILE REPORT
February 1, 2021- January 31, 2022**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-Level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 12, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
2	Management-Level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
3	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting.	On April 14, 2021, our KLAL and KURB Program Director led a discussion with the Communications Class at eStem High School in Little Rock. He talked about the current state of the broadcast industry and what kind of education, training, skills and abilities are needed in today’s broadcast industry.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Training Program to enable station personnel to acquire skills to qualify them for higher positions	Our SEU’s Engineering Assistant, who joined us with no engineering experience, not only received extensive IT training but was also mentored by a number of senior engineers within the Company. His training continued under the tutelage of the Company’s Regional Engineer, which led to his promotion to the SEU’s Engineer in September 2021 as well as a significant pay increase. Our SEU is proud of his progress and pleased to have him.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market, Operations, Local Sales, Digital Sales, and Business Managers—as well as all staff members were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, Business Manager, Local Sales Manager, Digital Sales Manager, and Promotions Manager— as well as all staff members were required to complete courses on line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.