

KKBD(FM), KZBB(FM), KMAG(FM), KWHN(AM) & KYHN(AM)
EEO PUBLIC FILE REPORT
February 1, 2007 – January 31, 2008¹

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
Sales Executive	1-18	18
Director of Sales	1-18, 20	20
Business Mgr	1-19, 22-23	23
Production Mgr	1-19, 22-23	23
Promotions/NTR/Webmaster	1-16, 17, 19, 22	17
Traffic Assistant	1-16, 17, 19, 22	22
Sales Executive	1-18	17
Receptionist	1-17, 19, 22	22

¹ This Report provides recruitment data collected from January 26, 2007 through January 25, 2008.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

February 1, 2007 – January 31, 2008

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	University of Arkansas Career Services Hotz Hall Room 515 Fayetteville, AR 72701	No	0
2	University of Arkansas Walton College of Business Fayetteville, AR 72701	No	0
3	John Brown University 2000 N.University Siloam Springs, AR 72761 Attn: Glenda Manice	No	0
4	Northwest Arkansas Community College 1 College Drive Bentonville, AR 72712 Attn: Career Dept/ Linda Hayden	No	0
5	University of Arkansas at Ft. Smith P.O. Box 3649 Ft. Smith, AR 72913 Attn: Job Placement	No	0
6	Arkansas State University P.O. Box 2490 Jonesboro, AR 72467 Attn: Lesley Bauders	No	0
7	University of the Ozarks 415 N. College Ave. Clarksville, AR 72830	No	0
8	National Organization for Women P.O. Box 3120 Fayetteville, AR 72702 Attn: Karen Wiggins	No	0
9	NAACP P.O. Box 25314 Little Rock, AR 72211 Attn: Dale Charles	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
10	American Indian Center of Arkansas 235 N. Greenwood Ft. Smith, AR 72901 Attn: Virginia Henry	No	0
11	Office of Human Concern (Community Action Agency) P.O. Box 778 Rogers, AR 72757 Attn: Bill Brown	No	0
12	Hispanic Ministry of the United Methodist Church 2535 W. New Hope Rd. Rogers, AR 72756	No	0
13	Multicultural Center of Northwest Arkansas P.O. Box 2035 Springdale, AR 72765 Attn: Dianne Shiell	No	0
14	Indian Capital Vo-tech HCR 61, Box 2 Sallisaw, OK 74955 Attn: Cathi Fine	No	0
15	Langston University Community Coordinator 325 Sanford Langston, OK 73050 Attn: Karen Clark	No	0
16	Adult Education Center Fort Smith Public Schools 501 S. 20 th Ft. Smith, AR 772901 Attn: Richard Perez	No	0
17	Word-of-Mouth Referral	No	12
18	On Air Announcements	No	12
19	www.clearcareers.com	No	5
20	Walk-in/Self-Referral	No	1
21	www.allaccess.com	No	0
22	Southwest Times Record P.O. Box 1369 Ft. Smith, AR 72901	No	11
23	Internal promotion / transfer	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			43

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	All Stations participated in Sallisaw, Oklahoma High School College and Career Fair Sept 25, 2007. Participants included one of the station's on-air personalities.
2	Participate in Job Fair	All Stations participated in University of Arkansas Fort Smith Spring Job Fair March 8, 2007. Participants included the SEU's Promotions Director.
3	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<p>On June 28, 2007, the SEU's Business Manager participated in Clear Channel's "Employment" training program.</p> <p>On June 28, 2007, the SEU's Business Manager participated in Clear Channel's "Hiring" training program.</p> <p>On January 25, 2008, the SEU's Business Manager participated in Clear Channel's "Employment" training program.</p> <p>On January 25, 2008, the SEU's Business Manager participated in Clear Channel's "Hiring" training program.</p>