

**KAAY(AM), KLAL(FM), KURB(FM), KARN-FM, KIPR(FM), KFOG(AM),  
KARN(AM)**

**EEO PUBLIC FILE REPORT**  
**February 1, 2025 – January 31, 2026**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSList”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Multimedia Account Executive	1-34	4

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	0
2	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.indeed.com">www.indeed.com</a>	N	0
3	<b>Glassdoor Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
4	<b>LinkedIn Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	1
5	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
6	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
7	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
8	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
9	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
10	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
11	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
17	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
18	<b>Hire Black</b> <a href="http://www.hireblack.com">www.hireblack.com</a>	N	0
19	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
20	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
21	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
22	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
23	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
24	<b>Arkansas Workforce Center</b> 501 West Arch Street Searcy, AR 72145-0248 501-268-8601 jennifer.pike@arkansas.gov george.woolford@arkansas.gov	N	0
25	<b>Arkansas Workforce Center at Conway</b> 1500 North Museum Road Conway, AR 72032 501-730-9897 Dale.Olivo@arkansas.gov	N	0
26	<b>Goodwill Industries of Arkansas</b> 1110 W. 7th Street Little Rock, AR 72201 501-372-5100 scroom-raleys@goodwillar.org	N	0
27	<b>Goodwill Industries of Arkansas, Inc. - Benton</b> 1716 Military Road Benton, AR 72015 bitzkowitz@goodwillar.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	<b>Department of Veterans Affairs - Little Rock VA</b> 2200 Fort Roots Drive North Little Rock, AR 72114 501-370-3820 kevin.steele@sos.arkansas.gov loreen.orage@va.gov	N	0
29	<b>Central Arkansas Disability Service Inc</b> 201 W. Broadway North Little Rock, AR 72114 501-537-1080 pcross@cdsinc.net bwestbrook@cdsinc.net	N	0
30	<b>UALR Office of Cooperative Education</b> 2801 South University Avenue Little Rock, AR 72204 501-569-3584 jwmason@ualr.edu	N	0
31	<b>American Indian Center of Arkansas</b> 1100 N University Little Rock, AR 72207 501-666-9032 lbethards@arindianctr.org nyork@arindianctr.org	N	0
32	<b>Central Arkansas Development Council, Inc (CADC)</b> 321 Edison Avenue, PO Box 580 Benton, AR 72015 501-778-1133 lcogburn@cadc.com	N	0
33	<b>Arkansas Workforce Center at Lonoke</b> 902 N. Center Street Lonoke, AR 72086 501-676-2721 russell.cook@arkansas.gov	N	0
34	<b>Arkansas Workforce Center at Little Rock</b> 5401 South University Avenue Little Rock, AR 72209 501-682-7719 or 1-800-250-6691 lee.bland@arkansas.gov	N	0
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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment and Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets, offered bystander training, described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging, Seeing All Sides, and Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else's point of view, and the benefits of seeking common ground for the sake of unity.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 20, 2025, our SEU's VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	On August 27, 2025, or September 17, 2025, our SEU's Market Manager and HR Business Partner were required to participate in a facilitated session and presentation conducted by CultureAlly, entitled, Emotional Safety & Inclusive Workspaces. This 90-minute session explored the essential role of emotional safety in creating healthy workplace relationships and inclusive environments. Participants learned how emotional safety impacts team dynamics and gained practical tools to improve communication, navigate challenges, and foster collaboration. The session empowered participants to build a culture where everyone feels valued and able to contribute.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of November and December of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, Where Every Voice Matters: Inclusivity Series – Volume Two, which was presented in three (3) segments: The Powerful Force of Empathy; Listening to Understand; and the Benefits of Small Kindness: Using Micro-Affirmations. These sessions explored the difference between empathy and sympathy, emphasizing how empathetic listening can strengthen trust in relationships. It introduced micro-affirmations—small, consistent acts of kindness—as a practical way to build inclusive communities. Participants learned how to listen more effectively and incorporate these tools into daily routines for personal and professional growth
6	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On June 4, 2025, our Chief Engineer was invited by Oaklawn STEM Magnet school to speak to students during Career Day. He shared details about his journey in radio broadcasting and the various career opportunities available in media.
7	Participate in Job Fair	On March 27, 2025, one of our SEU's Program Director's and one of our On-Air Hosts attended a job fair hosted by Watershed Human and Community Development Agency, which took place at Watershed Family Resource Center in Little Rock, Arkansas. They spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.