

**KMCK-FM; KKEG-FM; KQSM-FM; KYNG-AM; KAMO-FM; KFAY-AM;  
KYNF-FM**

**EEO PUBLIC FILE REPORT**

**Feb 1, 2009 – Jan 31, 2010**

**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>
1. Account Executive	1-11,13-19,21-22	24
2. Account Executive	1-11,13-19,21-22	25
3. Sales and Executive Assistant	1-11; 13-15; 19-20; 22-25	22
4. Account Executive	1-11,13-19,21-22	22
5. General Sales Manager*	Exigent circumstances	*
6. Account Executive	1-11,13-19,21-22	25
7. Account Executive	1-11,13-19,21-22	25
8. Account Executive	1-11,13-19,21-22	22
9. Account Executive	1-11,13-19,21-22	23

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

<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	Ohio Center for Broadcasting Placement.columbus@beonair.com	Yes	0
2	University of Arkansas Career Services Hotz Hall Room 515 Fayetteville, AR 72701	No	4
3	University of Arkansas Walton College of Business Fayetteville, AR 72701	No	3
4	John Brown University 2000 N University Siloam Springs, AR 72761 Attn: Glenda Manice	No	0
5	NWACC 1 College Dr Bentonville, AR 72712	No	0
6	University of Arkansas Ft Smith POB 3649 Ft Smith, AR 72913	No	1
7	University of the Ozarks 415 N College Ave Clarksville, AR 72830	No	0
8	Arkansas State University POB 2490 Jonesboro, AR 72467	No	0
9	NAACP POB 25314 Little Rock, AR 72211 Attn: Dale Charles	No	0
10	Multicultural Center of NWA POB 2035 Springdale, AR 72765	No	0

<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>
11	Indian Capital Technology Center HCR 61 Box 12 Sallisaw, OK 74955	No	0
12	The National Association of Hispanic Journalists jobbank@nahj.org	No	0
13	American Indian Center of Arkansas 1100 N University Ave #143 Little Rock, AR 72207-8344	No	0
14	Arkansas Employment Security Department POB 34047 Little Rock, AR 72203	No	0
15	American Business Women's Association POB 636 Roland, OK 74954	No	0
16	Network of Executive Women POB 8413 Ft Smith, AR 72901	No	0
17	Community Service Clearinghouse 4420 Wheeler Ave Ft Smith, AR 72901	No	0
18	Arkansas Broadcasters Association 2024 Arkansas Valley Dr Suite 201 Little Rock, AR 72212	No	2
19	Arkansas State Employment Office 616 Garrison Ave Ft Smith, AR 72901	No	0
20	Arkansas Democrat Gazette 121 East Capitol Little Rock, AR 72201	No	3
21	Sales and Marketing Executive Association POB 23607 Little Rock, AR 72221	No	0
22	<b>On-Air Announcements</b> (all SEU stations)	No	12
23	<b>Internal Posting/Cumulus Business Managers</b>	No	1
24	<b>Employee Referral</b>	No	5
25	<b>Walk-In/Self-Referral</b>	No	3
26	<b>Allaccess.com</b>	No	0

<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>
27	<b>Mediarecruiter.com</b>	No	0
28	<b>Word of Mouth</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			34

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Participant in Local Job Fair	On May 24, 2009, our stations participated in the Rogers/Lowell Chamber of Commerce Career Fair. We were sponsor and participant of the event, on air announcements and a live remote were also included. We had station booth with employment information, applications and members of the SEU staff were present. Resume were accepted at the event. SM, BM, AE, OA were present.
2	Management level training regarding equal employment opportunity and preventing discrimination	On February 5, 2009, our SEU participated via teleconference in a FCC EEO training session entitled, "The Nuts & Bolts of EEO Compliance" as presented by outside communications counsel for Cumulus. Station participants from our SEU included our Market Manager and Business Manager.
4	Internship Program	During the reported period the SEU hosted 8 students from the University of Arkansas. The interns were supervised by the Promotions Director and received academic credit for their semester-long internships. During their time at the SEU's stations, the interns participated in station events and assisted with the promotion of those events. Several also learned on air information and did some OA shifts. Several of these interns are now employed with the SEU on a paid PT basis.
5	Participant and Sponsor of Arkansas Democrat Gazette Ladies Night Out	On Oct 22, 2009 our station KYNF sponsor and participated in this event. Station information was available to all that attended the event. OA, AE, MM were in attendance.

<b>6</b> Participant in Local Job Fair	On Oct 11, 2009, our stations participated in the Rogers/Lowell Chamber of Commerce Career Fair. We were sponsor and participant of the event, on air announcements and a live remote were also included. We had station booth with employment information, applications and members of the SEU staff were present. Resume were accepted at the event. SM, BM, AE, OA were present.
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