

**KLAL(FM), KIPR(FM), KURB(FM), KAA Y(AM),  
KARN(AM), KARN-FM, KFOG(AM)  
EEO PUBLIC FILE REPORT<sup>1</sup>  
February 1, 2020 - January 31, 2021**

**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
No Full-Time Positions Were Filled During this Reporting Period.		

---

<sup>1</sup> 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, 2020 - January 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST (“MRS L”)**

<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>
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

**KLAL(FM), KIPR(FM), KURB(FM), KAAAY(AM),  
KARN(AM), KARN-FM, KFOG(AM)  
EEO PUBLIC FILE REPORT  
February 1, 2020 - January 31, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in event designed to disseminate information about careers in broadcasting	In February, 2020, as an alumni of the University, one of our SEU's On-Air Personalities was invited to join five (5) students in the Mass Communications Department at the University of Arkansas-Little Rock to participate in a round table discussion about how the University helped prepare him for a career in radio broadcasting. The On-Air Personality discussed his time spent as a student at the University, how he got into radio, and the current state of the broadcasting industry. In addition, students were able to ask questions about the Treday.com Scholarship Project which was started back in 2000 by the On-Air Personality and continues to receive funds through an annual tennis tournament that is coordinated and run by the On-Air Personality. The approximately 50 students in the audience were encouraged to ask questions, and their professors, who were in attendance, found it very informative and helpful to the students.
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our SEU's management-level employees were required to participate in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Management-level training regarding harassment prevention	<p>During the month of January, 2021, our SEU's Market, Business, and Digital Sales Managers, two (2) Sales Managers, and four (4) Program Directors, participated in harassment prevention training. These management-level employees were required to complete a course prepared by ThinkHR entitled, "Harassment Prevention for US Managers." The intended purpose of the tutorial was to develop a set of values in managerial and supervisory employees that would assist them in preventing and effectively responding to incidents of discrimination and workplace harassment. The course addressed federal anti-discrimination and anti-harassment laws. In order to obtain a certificate of participation, the managers were required to take a quiz following completion of the tutorial.</p>