

**KLBL (FM), KLXQ (FM), KQUS (FM), KYDL (FM), KZNG (AM), KWXE (FM), KWXI (AM)**  
**EEO Public File Report 2/1/08 - 1/31/09**

**I VACANCY LIST**

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<b>Job Title</b>	<b>Recruitment Sources (RS) Used To Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Representative #1	1 -19, 21	11
Sales Representative #2	1 -19, 21	12
Sales Representative #3	1 -19, 21	11
Sales Representative #4	1 -19, 21	11
Sales Representative #5	1 -19, 21	11
Sales Representative #6	1 - 19, 21	11
Sales Representative #7	1 - 19, 21	11
Intern	22	22
Intern	23	23

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January 30, 2009

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RS Number	RS Information	Number Of Interviewees Referred By RS Over 12 Month Period
1	<p align="center"><b>Arkansas State University</b>                      Career Services Center                      P.O. Box 2490                      State University, AR 72467                      Attention: Lesley Bauders                      870-972-2694</p>	<b>0</b>
2	<p align="center"><b>University Of Arkansas-Monticello</b>                      P.O. Box 3083                      Monticello, AR 71656                      Attention: L. Shaw                      870-367-6811</p>	<b>0</b>
3	<p>Manpower, Inc.                      3315 Central Avenue                      Hot Springs, AR 71913  <b>Attention: J. Lively</b></p>	<b>0</b>
4	<p align="center"><b>National Park Community College</b>                      101 College drive                      Hot Springs, AR 71913                      Attention: Mary Kay Wurm                      501-760-4100</p>	<b>2</b>
5	<p align="center"><b>Hendrix College</b>                      1601 Harkrider Street                      Conway, AR 72032                      Attention: V. Lynn                      501-329-6811</p>	<b>0</b>
6	<p align="center"><b>Labor Finders</b>                      1500 Central Avenue, Suite A                      Hot Springs, AR 71902                      Attention: P. McKinney                      501-623-1799</p>	<b>1</b>

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7	<b>Staffmark Staffing Services</b> 3810 Central Avenue, Suite A Hot Springs, AR 71913 Attention: C. Matthews 501-525-4443	0
8	Philander Smith College Human Resources Manager 812 West 13 <sup>th</sup> Street Little Rock, AR 72202 Attention: Pat Proctor 501-375-9845	0
9	Ouachita Technical College #1 College Circle Malvern, AR 72104 Attention: M. Johnson 501-337-5000	1
10	NAACP Human Resources Manager 212 Michael Hot Springs, AR 71901 Attention: Harriel White	0
11	Radio On-Air Advertising US Stations LLC 125 Corporate Terrace Hot Springs, AR 71913 KLBL, KLXQ, KQUS, KYDL, KZNG	19
12	Employee Referrals US Stations 125 Corporate Terrace Hot Springs, AR 71913 Attention: Gary Terrell 501-525-9700	2

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13	Walk-In Applicants US Stations 125 Corporate Terrace Hot Springs, AR 71913 Attention: Gary Terrell 501-525-9700	1
14	Skillspan Staffing 10301 N. Rodney Parham Little Rock, AR 72227 Attention: J. Moore 501-520-0909	0
15	Midwest Staff Solutions 735 Amity Road Hot Springs, AR 71913 Attention: S. Sides	0
16	Henderson State University Jessica Garrison-Career Service 1100 Henderson - Box 7722 Arkadelphia, AR	0
17	AARP Senior Employment Program Human Resources Manager 835 Central Avenue Hot Springs, AR 71913	0
18	Job Fairs	1
19	Allaccess.com Internet	0
20	Monster.com Internet	0

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21	US Stations.com Radio Station Website	0
22	Arkansas Workforce Centers 3955 Central Avenue - Suite 7 Hot Springs, AR 71913	1
23	Lakeside High School School-to-Work 2871 Malvern Avenue Hot Springs, AR 71901	1
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27		

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<b>#</b>	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
3	<b>Co-Sponsor Job Fair</b>	US Stations co-sponsored a job fair with National Park Community College April 9, 2008. An On-Air Personality with the station broadcasted live from the event. The station's Human Resources Manager manned a booth with hand out materials about careers in all areas of radio broadcasting. Current job openings at the stations. The station also broadcast .
1	<b>Participate In Job Fair</b>	US Stations participated in the Annual Career Day at Ouachita Technical College April 15, 2008. Job descriptions and current open positions were included in the hand outs. Applications were available, and résumés were accepted.
1	<b>Participate In Job Fair</b>	US Stations, as a member of the Chamber of Commerce, participated in the Chamber's Annual Business Expo at the Hot Springs Convention Center August 21, 2008. US Stations Human Resource Manager along with additional staff were on hand to discuss opportunities and give out information about careers in radio.
1	<b>Participate in Job Fair</b>	US Stations participated in Career Day presented by Henderson State University, the only school in AR that offers a Bachelor of Arts degree in radio broadcasting. The station's Traffic Manager, assisted by our On-Air/Student Intern, manned the booth.

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#	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	<b>Training To Management</b>	The Operations Manager and Sales Manager participated in a seminar presented by the Arkansas Broadcasters Association beginning Wednesday, August 20, 2008. Current EEO Regulations were discussed by a panel of Broadcast Attorneys and members of the FCC Staff.
5	<b>Internship</b>	One of our full-time employees is also a full time student at Henderson State University. On May 8, 2008, his school advisor, our HR established an official employee-student intern him. He is responsible to provide studio control for live broadcasts from remote locations; coordinate the set-up and takedown of all equipment used; and assure adequate equipment, vehicles, and personnel are available when schedules overlap.
5	<b>Internship</b>	US Stations participated in an internship program with Arkansas Workforce in June 2008. The intern was unable to complete the program because of health reasons.
5	<b>Internship</b>	US Stations participated in an internship program with Lakeside High School's Special Education Department, starting August 25, 2008. The intern spent two weeks in orientation sessions with On-air Staff learning to record, read, and edit weather spots; set-up equipment and supplies for remote broadcasts. The job consists of loading the van; setting up tables with skirts; connecting speakers and other equipment; assisting the on-air and sales representative as needed.

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