

**KOMS-FM, KBBQ-FM, KLSZ-FM, KOAI(AM)  
EEO PUBLIC FILE REPORT  
February 1, 2007 – January 31, 2008<sup>1</sup>**

**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>
Account Executive	1-2, 4, 6-12	12
Account Executive	1-2, 4, 6-12	12
Receptionist	1-4, 6-12	3
Account Executive	1-12	12
On Air Talent	1, 4-11, 13	13
Sales Manager	1-2, 4-13	13
Account Executive	1-2, 4, 6-12	12
Account Executive	1-2, 4, 6-12	12
Receptionist	1-4, 6-12	12
Account Executive	1-2, 4, 6-12	12
Account Executive	1-2, 4, 6-12	12
Account Executive	1-2, 4, 6-12	12
Account Executive	1-2, 4, 6-13	13
Account Executive	1-2, 4, 6-12	12

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<sup>1</sup> This Report provides recruitment data collected from February 1, 2007 through January 21, 2008.

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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>
<b>1</b>	<b>Community Clearing House</b> 300 S. 11 <sup>th</sup> Street Fort Smith, AR 72902 782-5074 Attention Jason	No	0
<b>2</b>	<b>Arkansas State Employment Office</b> 616 Garrison Ave. Fort Smith, AR 72901 783-0231 Attention: Jeannie	No	0
<b>3</b>	<b>Southwestern Times Record</b> 3600 Wheeler Ave. Fort Smith, AR 72901 785-7711 Attention: Summer	No	28
<b>4</b>	<b>Salvation Army</b> 301 N. 6 <sup>th</sup> Street Fort Smith, AR 72902 783-6145 Attention: Diane	No	0
<b>5</b>	<b>Network of Executive Women</b> P.O. Box 8413 Fort Smith, AR 72902 461-5075 Attention: Diana	No	0
<b>6</b>	<b>Junior League of Fort Smith</b> P.O. Box 3266 Fort Smith, AR 72913 783-3930 Attention Abby	No	0
<b>7</b>	<b>Crisis Center for Women</b> 401 Lexington Fort Smith, AR 72901 782-1821 Attention Keley	No	0
<b>8</b>	<b>University of Fort Smith</b> P.O. Box 3649 Fort Smith, AR 72913 788-7000 Attention: Ron	No	1

<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>
<b>9</b>	<b>Webster University</b> 1583 S. 4 <sup>th</sup> Street Fort Smith, AR 72901 484-7747 Attention Dianne	No	0
<b>10</b>	<b>John Brown University</b> 1401 S. Waldron Street Fort Smith, AR 72903 646-0082 Attention Sherry	No	0
<b>11</b>	<b>NAPM Western Arkansas Inc.</b> P.O. Box 3731 Fort Smith, AR 72913 918-427-2526 Attention Jean	No	0
<b>12</b>	<b>On-air advertising</b> (at least one or more SEU stations) 3104 S. 70 <sup>th</sup> Street Fort Smith, AR 72903 452-0681 Attention Kathy	No	20
<b>13</b>	<b>Walk-in / Word of Mouth</b>	No	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>52</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Host Job Fair	On March 10, 2007, our SEU hosted a job fair at our facilities located at 3104 South 70 <sup>th</sup> Street, Fort Smith, AR. At the event, interested applicants were presented with information about the professional benefits of becoming an Account Executive, and the Market Manager conducted one-on-one meetings with promising candidates. Station participants included our Sales Managers and Market Manager. The event was advertised via on-air announcements on at least one or more stations.
<b>2</b>	Host Event/Program for an Educational Institution Regarding Careers in Broadcasting	On May 10, 2007, our SEU hosted students from Butterfield School and sponsored a job shadow program. At the event, students observed radio operations and had the opportunity to learn the skills necessary to operate a radio station, including producing commercials, answering phone calls from the public, how to put together pre-recorded shows, operating the board, among others.
<b>3</b>	Host Job Fair	On June 9, 2007, our SEU hosted a job fair at our facilities located at 3104 South 70 <sup>th</sup> Street, Fort Smith, AR. At the event, interested applicants were presented with information about the professional benefits of becoming an Account Executive, and the Market Manager conducted one-on-one meetings with promising candidates. Station participants included our Market Manager. The event was advertised via on-air announcements on at least one or more stations.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>4</b>	Host Job Fair	On September 8, 2007, our SEU hosted a job fair at our facilities located at 3104 South 70 <sup>th</sup> Street, Fort Smith, AR. At the event, interested applicants were presented with information about the professional benefits of becoming an Account Executive, and the Market Manager conducted one-on-one meetings with promising candidates. Station participants included our Sales Managers and Market Manager. The event was advertised via on-air announcements on at least one or more stations.
<b>5</b>	Host Job Fair	On December 15, 2007, our SEU hosted a job fair at our facilities located at 3104 South 70 <sup>th</sup> Street, Fort Smith, AR. At the event, interested applicants were presented with information about the professional benefits of becoming an Account Executive, and the Market Manager conducted one-on-one meetings with promising candidates. Station participants included our Sales Managers and Market Manager. The event was advertised via on-air announcements on at least one or more stations.