US Stations, LLC

2020 EEO Report

Reporting Period

02/01/2019 - 01/31/2020
<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (RS) Used To Fill Vacancy</th>
<th>RS Referring Hiree</th>
<th>Hire Date</th>
<th>Interviewees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive (Advertising)</td>
<td>1-11, 14-18, 21-23, 25</td>
<td>25</td>
<td>03/25/19</td>
<td>4</td>
</tr>
<tr>
<td>Account Executive (Advertising)</td>
<td>1-11, 14-18, 21-23, 25</td>
<td>22</td>
<td>06/26/19</td>
<td>2</td>
</tr>
</tbody>
</table>

January 31, 2020
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th># Interviewees Referred By RS Over 12 Month Period</th>
</tr>
</thead>
</table>
| 1         | Arkansas State University Career Services Center  
P.O. Box 2490  
State University, AR  72467  
870-972-3454 (HR) |                                                  |
| 2         | University Of Arkansas-Monticello  
Attention: L. Shaw  
P.O. Box 3083  
Monticello, AR  71656  
870-460-1453 (Recruitment Center) |                                                  |
| 3         | GPS of the Midlands  
3935 Central Ave  
Hot Springs, AR  71913  
501-520-5600 |                                                  |
| 4         | National Park College Career Services  
101 College Drive  
Hot Springs, AR  71913  
501-760-4243 |                                                  |
| 5         | Hendrix College Career Services  
1600 Washington Ave  
Conway, AR  72032  
501-450-1440 |                                                  |
| 6         | Labor Finders  
1500 Central Avenue, Suite A  
Hot Springs, AR  71901  
501-623-1799 |                                                  |
| 7         | Staffmark Staffing Services  
4328 Central Avenue, Suite D  
Hot Springs, AR  71913  
501-525-4443 |                                                  |
## RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>RS Number</th>
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<th># Interviewees Referred By RS Over 12 Month Period</th>
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</table>
| 8         | Philander Smith College  
Human Resources Manager  
900 W Daisy L Gatson Bates Dr  
Little Rock, AR 72202  
501-375-9845 |                                                       |
| 9         | College of the Ouachitas  
Career Services  
#1 College Circle  
Malvern, AR 72104  
501-332-0221 |                                                       |
| 10        | NAACP  
Human Resources Manager  
PO Box 1105  
Hot Springs, AR 71913 |                                                       |
| 11        | US Stations LLC  
Radio On-Air Advertising  
125 Corporate Terrace  
Hot Springs, AR 71913  
501-525-9700 |                                                       |
| 12        | US Stations LLC  
Employee Referrals  
125 Corporate Terrace  
Hot Springs, AR 71913  
501-525-9700 |                                                       |
| 13        | US Stations LLC  
Walk-In Applicants  
125 Corporate Terrace  
Hot Springs, AR 71913  
501-525-9700 |                                                       |
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<tr>
<th>RS Number</th>
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<th># Interviewees Referred By RS Over 12 Month Period</th>
</tr>
</thead>
</table>
| 14        | Firststaff  
3814 Central Ave Ste D  
Hot Springs, AR 71913  
501-520-0909 |                                                  |
| 15        | ASAP Personnel Services  
1126 Malvern  
Hot Springs, AR 71913  
501-321-2728 |                                                  |
| 16        | Henderson State University  
Career Service  
1100 Henderson - Box 7781  
Arkadelphia, AR 71999-0001  
870-230-5442 |                                                  |
| 17        | AARP Senior Employment  
Human Resources Manager  
2228 Albert Pike Rd  
Hot Springs, AR 71913  
501-767-2211 |                                                  |
| 18        | Arkansas Workforce Centers  
2254 Albert Pike Road Ste A  
PO Box 2278  
Hot Springs, AR 71914  
501-525-3450 |                                                  |
| 19        | Allaccess.com  
Internet |                                                  |
| 20        | Arkansas Broadcasters Association  
Little Rock, AR  
arkansasbroadcasters.org |                                                  |
| 21        | Job Fairs  
Career Fairs |                                                  |
| 22        | usstations.com  
US Stations Website | 2                                                  |
## II RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th># Interviewees Referred By RS Over 12 Month Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>23</td>
<td>Indeed.com Internet</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Consultant Referral</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>US Stations Social Media FaceBook</td>
<td>4</td>
</tr>
</tbody>
</table>
### III RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>#</th>
<th>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</th>
<th>BRIEF DESCRIPTION OF ACTIVITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Co-Sponsor Job Fair</td>
<td>US Stations was a silver sponsor of the National Park College Job Fair. On April 5, 2019, a US Stations' representative was on hand with brochures highlighting career opportunities in all areas of radio broadcasting. Students interested in applying for current job openings submitted résumés or completed applications.</td>
</tr>
<tr>
<td>1</td>
<td>Participate In Career Fair</td>
<td>US Stations' participated in the Annual Hot Springs Area Chamber of Commerce Business Expo on Thursday October 25, 2019. Job descriptions and current open positions were included with hand-outs. Employment Applications were available, and résumés were accepted.</td>
</tr>
<tr>
<td>5</td>
<td>Internship</td>
<td>US Stations worked with Cutter Morning Star to host two interns. They experienced all facets of the radio station including sitting in with on-air personalities. Interns were paid by the Owl Program for their time in the station.</td>
</tr>
</tbody>
</table>