

US Stations, LLC

2026 EEO Report

Reporting Period  
2/1/25 - 1/31/26

**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM**  
**EEO Public File Report 02/01/2025 - 01/31/2026**

**I VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used To Fill Vacancy</b>	<b>RS Referring Hiree</b>	<b>Hire Date</b>	<b>Interviewees</b>
Account Executive	1-14, 17,19	17	3/31/25	5
Account Executive	1-14, 17, 19-20	19	6/15/25	4
Account Executive	1-14, 16-17, 19-20	17	9/26/25	4
Account Executive	1-14, 16-19, 21	21	10/16/25	3

**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM**  
**EEO Public File Report 2/01/2025 - 1/31/2026**

**II MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b># Interviewees Referred By RS Over 12 Month Period</b>
1	Arkansas State University Career Services Center PO Box 250 State University AR 72467 870.972.3025	
2	College of the Ouachitas Career Services 1 College Cir Malvern AR 72104 501.332.0221	
3	Henderson State University Career Service 1100 Henderson – Box 7781 Arkadelphia AR 71999-0001 870.230.5442	
4	Hendrix College <b>Tricia Burris, Career Svc.</b> 1600 Washington Ave Conway AR 72032-3080 501.450.1440	
5	National Park College <b>Jessica Ellis</b> , Career Services 101 College Dr Hot Springs AR 71913 501.760.4243	
6	Philander Smith College <b>Liz Jacobson</b> , Human Resources Manager 900 W Daisy L Gatson Bates Dr Little Rock AR 72202 501.375.9845	
7	Express Employment Professionals 1702 Malvern Ave Ste B Hot Springs AR 71901 501.520.0333	

**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM**  
**EEO Public File Report 2/01/2025 - 1/31/2026**

**II MASTER RECRUITMENT SOURCE LIST (MRSL)**

---

RS Number	RS Information	# Interviewees Referred By RS Over 12 Month Period
8	Firststaff 3814 Central Ave Ste D Hot Springs AR 71913 501.520.0909	
9	GPS of the Midlands 3935 Central Ave., Ste G Hot Springs AR 71913 501.520.5600	
10	Labor Finders Attn: Wes Allison 1301 Central Ave Hot Springs AR 71901 501.623.1799	
11	Staffmark Staffing Services 4328 Central Ave Ste D Hot Springs AR 71913 501.525.4443	
12	Arkansas Workforce Centers  Cara Easterday ceasterday@wcapdd.org	1
13	NAACP Human Resources Manager <a href="mailto:admin@naacphs6013.org">admin@naacphs6013.org</a>	

**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM**  
**EEO Public File Report 2/01/2025 - 1/31/2026**

**II MASTER RECRUITMENT SOURCE LIST (MRSL)**

---

<b>RS Number</b>	<b>RS Information</b>	<b># Interviewees Referred By RS Over 12 Month Period</b>
14	Arkansas Broadcasters Association arkansasbroadcasters.org	
15	Consultant Referral	
16	Hot Springs Village Area Chamber	
17	US Stations LLC Radio On-Air Advertising 125 Corporate Terr Hot Springs AR 71913 501.525.9700	9
18	US Stations LLC Walk-In Applicants 125 Corporate Terr Hot Springs AR 71913 501.525.9700	
19	US Stations LLC Websites/Social Media 125 Corporate Terr Hot Springs AR 71913 501.525.9700	2
20	US Stations LLC Job Fair/Career Fair 125 Corporate Terr Hot Springs AR 71913 501.525.9700	1

**KLAZ-FM KLBL-FM KLXQ-FM KQUS-FM KZNG-AM**  
**EEO Public File Report 2/01/2025 - 1/31/2026**

**II MASTER RECRUITMENT SOURCE LIST (MRSL)**

---

<b>RS Number</b>	<b>RS Information</b>	<b># Interviewees Referred By RS Over 12 Month Period</b>
21	US Stations LLC Employee Referrals 125 Corporate Terr Hot Springs AR 71913 501.525.9700	3
22	Radio Ink.	
23	Linked in	
24	Radio Advertising Bureau	



**III RECRUITMENT INITIATIVES**

---

#	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
14	Management Training	US Stations management including the General Manager, Director of Sales and Director of Programming attended an EEO Webinar on March 27, 2025. The live webinar was presented by Fletcher, Heald and Hildreth in cooperation with the Arkansas Broadcasters Association. The webinar covered all aspects of FCC equal employment opportunity compliance.
3	Co-Sponsored Job Fair	US Stations was the Gold sponsor of the National Park College Job Fair on April 8, 2025. Two US Stations representatives were on hand with brochures highlighting career opportunities in all areas of radio broadcasting. Students interested in applying for current job openings submitted resumes or completed applications.
1	Participated In Job Fair	US Stations participated in the Central Arkansas Job Fair on May 8, 2025 presented by the Benton Area Chamber of Commerce. Two representatives from US Stations distributed information regarding positions in each department. Applications and resumes were accepted on site.
11	Student Tour	On Tuesday November 25 <sup>th</sup> US Stations hosted a station tour for a co-op of home schooled students of all ages. The group consisted of approximately 20 students and adults. This was followed by a Q & A session where job opportunities were discussed.