

## EEO PUBLIC FILE REPORT

For the 12 month Period Ending: January 31, 2020

Prepared by: Carol Gregory  
(License/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City/State</u>	<u>LMA</u>
KISR	#63336	Commercial	Ft Smith, Arkansas	None

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

	<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1.	Account Executive	Feb. 1, 2019	Feb. 4, 2019
2.	Account Executive	Aug. 1, 2019	Aug. 9, 2019
3.	Account Executive	Aug. 1, 2019	Sept. 3, 2019
4.	Account Executive	Aug. 1, 2019	Sept. 3, 2019
5.	Traffic/On-Air	Oct. 1, 2019	Oct. 9, 2019
6.	Account Executive	Dec. 1, 2019	Dec. 16, 2019

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full time jobs opened.

	<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>
1.	Snelling Prof. Placement	Ft. Smith, AR	Tammy	479-782-4911
2.	Social Media/Facebook	Online	N/A	N/A
3.	Indeed. Com	Online	N/A	N/A

**(B. Cont.)**

4.	Monster.Com	Online	N/A	N/A
5.	UAFS Career Services	Ft. Smith, AR	M. Steidly	479-788-7147
6.	KISR Radio Commercial	Ft. Smith, AR	S. Lewis	479-785-2526

**C. The following is a list of the sources for full time jobs shown in Section A above and the recruitment source which provided the hiree for that position:**

	<u>Job Title</u>	<u>Recruitment Source</u>
1.	Account Executive	Employee Referral
2.	Account Executive	Radio Commercial
3.	Account Executive	Radio Commercial
4.	Account Executive	Indeed.Com
5.	Traffic/On-Air	UAFS Career Services
6.	Account Executive	Radio Commercial

**D. During the previous 12 months, there were a total of 13 people interviewed for vacancies for full time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:**

	<u>Recruitment Source</u>	<u>Total No. of Interviews</u>
1.	Social Media/ Facebook	3
2.	Indeed.Com	4
3.	KISR Radio Commercial	6
4.		

**E. During the last 12 months, the station employment unit engaged in the following initiatives:**

1. UAFS Spring Career Fair
2. UAFS Fall Career Fair
3. Internet Services/Online Career Building

(E. Cont.)

4. Ark. Tech University Job Fair

Name of Respondent: Carol Gregory

Signed: Carol Gregory

Typed Name: Carol Gregory

Title: General Manager

Date: 1-20-2020

Telephone No.: 479-785-2526