

# Ouachita Broadcasting, Inc.

## Pulse Multimedia

KENA FM Facility ID 84055 KENA AM Facility ID 50773 KQOR FM Facility ID 85585  
Mena, Arkansas

## EEO Public File Report 2020

February 1, 2020 – January 31, 2021

As per the payroll ending January 31, 2021, radio stations KENA FM, KENA AM, and KQOR FM had a total of Seven (7) full-time and Six (6) part-time employees.

Seven (7) full time positions consisting of: One (1) Manager (White, Female); One (1) News Director (White, Female); One (1) Production Manager (White, Female); Two (2) Sales Representatives (White, Female), One (1) Audio Producer (White, Male), and One (1) Announcer/Operations (White, Male).

Six (6) part time positions consisting of: One (1) Office Worker (White, Female), Four (4) Office Workers (White, Male), and One (1) Graphics/IT Worker (White, Male).

### I. VACANCY LIST

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

Job Title	Date of Opening	Date Filled	Sources Used
1.Manager	09/01/20	09/16/20	2
2.News Director	01/31/20	07/20/20	3,4,5
3.Production Manager	New Position	10/19/20	1
4.Sales Representative	08/31/20	09/23/20	3,4,5,6
5.Audio Producer	New Position	11/16/20	2

### II. RECRUITMENT

Source	Address	Contact Person	Telephone #
1.Promoted from Within	1168 Hwy 71 N - Mena	Ashley Smith	(479) 243-9600
2.Employee Referral	1168 Hwy 71 N - Mena	Ashley Smith	479) 243-9600
3.Radio Ads KENA FM	1168 Hwy 71 N - Mena	Ashley Smith	479) 243-9600
4.Radio Ads KQOR FM	1168 Hwy 71 N - Mena	Ashley Smith	479) 243-9600
5.Ad on MyPulsenews.com	1168 Hwy 71 N - Mena	Ashley Smith	479) 243-9600
6.Pulse Multimedia Facebook	1168 Hwy 71 N - Mena	Ashley Smith	479) 243-9600

### III. INTERVIEWS

During the previous 12 months, there was a total of Seven (7) people interviewed for full-time positions. The following is a list of the total number of interviews conducted as a result of each recruitment source shown in Section II above:

Position Sought	Recruitment Source Utilized	# Applications	# Interviews
1.Manager	2	1	1
2.News Director	3,4,5	3	2
3.Production Manager	1	1	1
4.Sales Representative	3,4,5,6	4	2
5.Audio Producer	2	1	1

### IV. INITIATIVES

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

**a. Internship Program**

Ouachita Broadcasting, Inc. participated in the Arkansas Broadcasters Association 2020 Internship Program. The Arkansas Broadcasters Association's Internship Program is an eight week paid program that involves students in all aspects of the radio station. One (1) student from an area high school was utilized in writing, recording, and submitting reports about school activities and sports.

**b. Station Tours**

Due to COVID-19 restrictions, tours of our facility were not conducted during 2020.

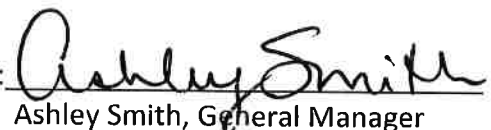
**c. Careers in Broadcasting**

Information was made available about careers in broadcasting on the station's website.

Ouachita Broadcasting, Inc. is an Equal Opportunity Employer.

Ouachita Broadcasting, Inc. is located at 1168 Highway 71 North in Mena. The mailing address is P.O. Box 1450, Mena, Arkansas 71953. Contact the station at 479-243-9600 or via email: [news@mypulsenews.com](mailto:news@mypulsenews.com).

Submitted by:

  
Ashley Smith, General Manager

Filed this 26<sup>th</sup> day of January, 2021