

Saga Communications of Arkansas, LLC.
EEO Public File Report
February 1, 2018

(Covering the period February 1, 2017 through January 31, 2018)

Full-Time Vacancies Filled During the Past Year

1. Job Title – Account Executive Date Filled – 02/01/2017
2. Job Title – Production Director Date Filled – 04/03/2017
3. Job Title – Account Executive Date Filled – 10/09/2017
4. Job Title – Account Executive Date Filled – 10/09/2017
5. Job Title – Sales Manager Date Filled - 01/02/2018

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy:

| <u>Vacancy Advertised</u> | <u>Source</u> | <u>Contact Person</u> | <u>Address</u> | <u>Tel #/Email</u> | <u>Referred Person Hired?</u> |
|---------------------------|--|------------------------------|--|--|-------------------------------|
| 2, 5 | Arkansas Broadcasters Association | Angie Robinson Doug Krile | www.arkbroadcasters.org | angie@arkbroadcasters.org doug@arkbroadcasters.org mail@arkbroadcasters.org | |
| 1-5 | Jonesboro Radio Group Website and Station Websites | Trey Stafford | www.jonesbororadiogroup.com www.thefox1049.com www.eagle1005.com www.themix1063.com www.hot1075.com www.985theoutlaw.com www.espnjonesboro.com | 870-933-8800 | |
| 1-5 | Saga Communications Website | Theresa Wiley | 73 Kercheval Ave. Ste. 201 Grosse Pointe Farms, MI 48236 | 313-886-7070 twiley@sagacom.com | |
| 1, 3, 4 | Jonesboro Radio Group Station Facebook pages | Trey Stafford | The Fox 104.9 Facebook The Eagle 100.5 Facebook The Mix 106.3 Facebook Hot 107.5 Facebook Sunny 98.5 Facebook ESPN Jonesboro Facebook | 870-933-8800 | |
| 3, 4 | Jonesboro Radio Group Stations (On-Air) | Trey Stafford | 314 Union Jonesboro, AR 72401 | 870-933-8800 | |
| 2 | AllAccess.com | | 28955 Pacific Coast Hwy Ste. 210, Malibu, CA 90265 | 310-457-6616 support@allaccess.com | Yes |
| | Jonesboro Sun Paragould Daily | Classified Dept. | 518 Carson Street Jonesboro, AR 72401 | 870-935-5525 classifieds@jonesborosun.com | |





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|---------|---|------------------|---|--|------------------------|
| | Press NEA Shopper | | | | |
| | Indeed.com | sales@indeed.com | 177 Broad Street, 6 th Floor Stamford CT, 06901 | Online | |
| | Mediarecruiter.com | | 9457 So. University #303 Highlands Ranch, CO 80126 | Online 303-400-5150 | |
| 1, 3, 4 | LinkedIn Jobs | | 2029 Stierlin Ct Mountain View, CA 94043 | Online | 1-Yes 2-Yes 4-No |
| | Arkansas State Career Services | | State University, AR | Careers@astate.edu 870-972-3025 | |
| 5 | Outside Referral | | | | Yes |
| 4 | Internal Referral | | | | Yes |
| | Online Job Search or General Inquiry | | | | |
| | | | | | |

Total Number of Persons Interviewed for all full-time vacancies filled during the past year: **19**

Total Number of Interviews for all full-time vacancies filled during the past year per recruitment/referral sources:

| Source | Contact Person | Address | Tel #/Email | Number of Interviewees Referred |
|--|------------------------------|--|--|---------------------------------|
| Arkansas Broadcasters Association | Angie Robinson Doug Krile | www.arkbroadcasters.org | angie@arkbroadcasters.org doug@arkbroadcasters.org mail@arkbroadcasters.org | |
| Jonesboro Radio Group Website and Station Websites | Trey Stafford | www.jonesbororadiogroup.com www.thefox1049.com www.eagle1005.com www.themix1063.com www.hot1075.com www.mysunny985.com www.espnjonesboro.com | 870-933-8800 | |
| Saga Communications Website | Theresa Wiley | 73 Kercheval Ave. Ste. 201 Grosse Pointe Farms, MI 48236 | 313-886-7070 twiley@sagacom.com | |
| Jonesboro Radio Group Station Facebook pages | Trey Stafford | The Fox 104.9 Facebook The Eagle 100.5 Facebook The Mix 106.3 Facebook Hot 107.5 Facebook The Outlaw 98.5 Facebook ESPN Jonesboro Facebook | 870-933-8800 | 1 |
| Jonesboro Radio Group Stations (On-Air) | Trey Stafford | 314 Union Jonesboro, AR 72401 | 870-933-8800 | 4 |
| AllAccess.com | | 28955 Pacific Coast Hwy Ste. 210, Malibu, CA 90265 | 310-457-6616 support@allaccess.com | 4 |



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|---|---------------------|--|--|---|
| Jonesboro Sun Paragould Daily Press NEA Shopper | Classified Dept. | 518 Carson Street Jonesboro, AR 72401 | 870-935-5525 classifieds@jonesborosun.com | |
| Indeed.com | | | Online | 1 |
| Mediarecruiter.com | | | Online | |
| LinkedIn Jobs | | 2029 Stierlin Ct. Mountain View, CA 94043 | Online | 4 |
| Arkansas State University Job Fair | Ed Rayburn | State University, AR | 870-972-3025 Careers@astate.edu | |
| Outside Referral | | | | 2 |
| Internal Referral | | | | 3 |
| Online Job Search or General Inquiry | | | | |
| | | | | |

Outreach Activities

Internship Program

Saga Communications of AR, LLC continued its long relationship with Arkansas State University providing opportunities for students to participate in internships with our company. The company allows at least two (2) and sometimes three (3) positions during the spring semester, fall semester and during the summer terms for internships of at least six weeks up to 20 weeks. A partnership with the Arkansas Broadcasters Association allows a payment of up to \$600 to help students with expenses during the internship program. The internship program allows students a chance to work inside the company and become familiar with the radio industry and, specifically, the operation at Saga's Jonesboro Radio Group in Jonesboro, Arkansas. Some students later become applicants for job openings and, eventually, employees.

Job Shadowing

Saga Communications of AR, LLC receives requests from junior and senior high students in our area asking permission to "shadow" various employees as they perform their daily activities. These students are allowed to sit in on radio shows, observe production sessions, and view sales planning and procedures to help them form opinions about a possible career in our industry.

CYS Career Day

Rick spoke at Consolidated Youth Services on 1/23/2018. CYS is a short term residential treatment center for young people ages 8-18 who are facing 'challenges' within their home, school or community. Once a year or so, they invite me out to speak to the students about the radio business and also my personal journey from teenager to now. They will also be coming to take a tour of the station on Thursday February 1st at 10am.

Facility Tours

Saga Communications of AR, LLC hosted several "tours" during 2017. The tours were comprised of elementary, junior and senior high school, and college students and special groups such as Girl Scouts. The tours showcased our facilities and our industry and illustrated our operation to these students who might show interest in careers in our industry.



Arkansas Broadcasters Association Convention

Saga Communications of AR, LLC managers and sales staff attended the Arkansas Broadcasters Association 2017 Convention in Little Rock where the managers attended seminars on advertising sales, programming, FCC Legal Issues, and other topics to educate staff on changes and updates to the industry.

Job Fair

Saga Communications of AR, LLC sponsored and attended the Arkansas State University Job Fair held at the ASU Convocation Center in the spring of 2017. In addition, we assisted in driving student traffic to the job fair by airing over 1,800 announcements about the job fair on our stations as part of our sponsorship. Rob & Ryan talked to students looking to get in Radio & TV. Some other were looking for a summer internship. We talked about radio and what we had to offer. Others wanted to know if we owned all 6 stations and how we do radio. It was a mix of all kinds of questions from students and faculty. Some students were graduated some were sophomore, juniors and seniors.

Other Activities

August 23, 2017: Rick Christian and Ryan Beavers attended our booth at the Arkansas State University Community Fair.

