

FAMILY COMMUNICATIONS, INC.

**EEO Public File Report 2017
KZKZ FM**

Prepared by Jay Lynch

Annual EEO Public File Report

For the period beginning 01/01/2017 and ending 12/31/2017

This report is not required if employer has fewer than five full time employees.

Preparer: Jay Lynch

Signature: _____

Title: General Manager

Telephone: (479) 646-6700

KZKZ EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KZKZ FM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning January 2017 to and including December 2017 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer.

Appendix 1

This report covers the following stations:

Call Sign	Facility ID#	Community of License	State
KZKZ FM	20611	Greenwood	AR

All current employees have been advised of our stations' EEO policies and have reviewed all postings. Future employees will also be advised of our EEO policy during the interview process. Employees have been encouraged to advise their immediate supervisor of any complaints they may have of prejudice or discrimination in the workplace.

For the period covered in this report the station has a total of 5 FTE equivalents.

Vacancies information:

A total of 3 full-time vacancies were filled by the employer. A total of 0 part-time vacancies were filled by the employer.

A total number of 11 were interviewed for all the full-time vacancies.

Appendix 2

Annual Public File Report

This report covers full time vacancies for the period of January 1, 2017 to December 31, 2017:

1. Employer Unit: Family Communications, Inc.
2. Unit Members: KZKZ-FM Greenwood, AR

3. EEO Contact Information:

Family Communications, Inc.
PO Box 6210
Fort Smith, AR 72906
Phone: (479) 646-6700
Fax: (479) 646-1373
Email: jayl@kzkzfm.com
Contact Person: Jay Lynch

4. List of all full-time job vacancies filled from employment unit during this period:

<u>Job Title</u>	<u>Recruitment Source</u>	<u>Hire Date</u>
Sales Associate	On Air	02/03/17
Sales Associate	In House Transfer	06/29/17
Sales Associate	Walk In	10/06/17

Appendix 3

Supplemental Recruitment Initiatives

Position: Sales Associate

Activity: On-Air Recruitment

Job description and scope of station duties aired 459 thirty second commercials in January and February to encourage applicants and interested parties to apply for sales positions.

Standard Recruitment Activity

Activity: On Air Recruitment\
Date: January thru February 2017
Host: KZKZ-FM

Job description and scope of station duties aired in 459 thirty second commercials in January and February to encourage applicants and interested parties to apply for sales positions.

Activity: Employment Agency
Date:
Agency: Go Ye Employment Services

Ran the sales associate job posting with Go Ye Employment Services

Activity: Employment Ad in Southwest Times Record
Date:

Ran the sales associate job listing in the local newspaper.

Activity: Facebook Post

Posted and boosted Facebook post to recruit for sales associates

Activity: Walk-In
Date: Perpetual

Applicant walk-ins to fill out Job Application and/or resume.

List of Recruitment Sources Used for Job Vacancies:

Go Ye Employment Services
2321 Rogers Avenue
Fort Smith, AR 72901
Contact: Miles Crawford

Southwest Times Record
PO Box 1359
Fort Smith, AR 72902
(479) 573-7033
Contact: Classifieds