

JOHN BROWN UNIVERSITY
(KLRC FM / KLAB FM) Public File Report
for period February 1, 2019 – January 31, 2020

John Brown University, licensee of KLRC, is a religious broadcaster as defined by the regulations of the Federal Communications Commission in 47 C.F.R. Section 73.2080(c)(1) of its Rules. As such, the licensee has established religious qualifications for all employee positions at KLRC. The station makes reasonable and good faith efforts to recruit applicants without regard to race, color, gender, or national origin from among those who are qualified with respect to their religious beliefs, faith, and practice. Listed in this report are the full-time vacancies filled during the reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

This report covers the following employment units:

Call Sign	Facility ID Number	Type of station	City, State	LMA
KLAB	31470	FM	Siloam Springs, AR	n/a
KLRC	174140	FM	Tahlequah, OK	n/a

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

Job Title	Date of Opening	Date Filled
1. Donor Support Specialist	01/04/2019	04/01/2019

B. The following specific recruitment sources would be contacted had we experienced vacancies during the report period:

1. LinkedIn.com paid social media advertisement
2. Craigslist.com
3. John Brown University, JBU.EDU Employment Opportunities, Amy Fisher, 479-524-7123, 2000 W University St, Siloam Springs, AR 72761
4. KLRC On-air recruitment announcements, Sean Sawatzky 479-238-8595, 110 N Broadway Street, Siloam Springs, AR 72761
5. KLRC.com advertisement and recruitment email distributed to email database, Sean Sawatzky, 479-238-8595, 110 N Broadway Street, Siloam Springs, AR 72761
6. KLRC Employee Referral, Sean Sawatzky, 479-238-8595, 110 N Broadway Street, Siloam Springs, AR 72761
7. John Brown University Employee Referral, 2000 W University Street, Siloam Springs, AR 72761
8. Facebook.com paid social media advertisement

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

	<u>Job Title</u>	<u>Recruitment Source</u>
1.	Donor Support Specialist	KLRC Employee Referral

D. During the previous 12 months, we interviewed 8 people for one full-time position.

Position	Interview Date	Interview Time	Referral Source
Donor Support Specialist	02/01/2019	3:00 PM	KLRC On-Air Recruitment
Donor Support Specialist	02/05/2019	1:30 PM	JBU.edu
Donor Support Specialist	02/05/2019	3:30 PM	JBU.edu
Donor Support Specialist	02/06/2019	9:00 AM	KLRC Employee Referral
Donor Support Specialist	02/06/2019	11:00 AM	Facebook
Donor Support Specialist	02/07/2019	1:30 PM	KLRC Email Marketing
Donor Support Specialist	02/07/2019	3:30 PM	Word of Mouth / On-Air Recruitment
Donor Support Specialist	04/02/2019	10:00 AM	KLRC Employee Referral

This report is submitted by:

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Date: January 20, 2020