

EEO Public File Report

Pearson Broadcasting

For the period: 2/1/2025-1/31/2026

This report covers the following employment unit:

Call Signs: KERX

Location: Paris, AR (market Fort Smith metro)

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

Job Title	Date filled
Producer / Operations Assistant	
For Morning Rush	1/1/2025

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

NAME	ADDRESS
Arkansas Broadcasters Association	2024 AR Valley Drive, Suite 403, Little Rock, AR 72212
Station Social Media	PO Box 23370, Barling, AR 72923
KAKS, KBCN, KERX, KTTG, hitthatline.com, Morning Rush network on-air advertisement	PO Box 23370, Barling, AR 72923
Arkansas Division of Workforce Services	1109 S. 16 th St, Fort Smith, AR 72901
Western Arkansas Works	Westernarkansasworks.com
University of Arkansas Fort Smith	Susan.krafft@uafs.edu; Uafs.edu; career-services; student-resources; jobs
North West Arkansas Community College	Career-services@nwacc.edu
Hendrix College	Hendrix-csm.symplicity.com/employers/index.php
University of Arkansas – Handshake Division of Student Affairs	Career.uark.edu/employers/postjob/#PostaJob

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

Job Title	Recruitment Source
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Producer / Operations Assistant for Morning Rush	Promoted in-house

D. During the previous 12 months, there were a total of 0 (zero) persons interviewed for the 1 (one) vacancies for the Producer / Operations Assistant for Morning Rush position and a total of 0 (zero) person(s) interviewed for the 1 (one) vacancy for the one position. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Job Title	Recruitment Source	# of Interviewees
Producer / Operations Assistant for Morning Rush	In-house promotion	0

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

1. Our Internship Program is designed to assist members of the community to acquire skills needed for broadcast employment including digital marketing. We had 1 (one) intern starting 1/28/25 and ended 2/2/25. The intern reported to Program Director and show host Tye Richardson for duties in commercial production, show research, producing a live show and monitoring the board during live sporting events.
2. Tommy Craft, General Manager and Tye Richardson, Program Director made public appearances to local club members of the Razorback Club and Rotary Club.
3. Dale Daniels, Digital Sales Manager, attended an EEO training presented by the Arkansas Broadcasters Association 3/27/25
4. A job shadowing 5/2/25 for Gentry Middle School. Performed by Producer/Morning Rush staff member.