

KTHV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 30, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist	2, 4-5, 7, 9-10, 13-14, 16-18, 20, 24, 30 -33, 36-37, 39-43	17
Morning Anchor	2, 4-5, 7, 9-10, 13-14, 16, 18, 20, 24, 30 -33, 36-37, 39-43	14
Multi-Media Journalist	2-5, 7, 9-10, 13-16, 18, 20, 24, 30-33, 36-37, 39-43, 47	15
Multi-Media Journalist	1-2, 4-5, 7, 10, 13-20, 24, 28, 30-33, 36 -37, 39-43	1
Multi-Media Journalist	1-2, 4-5, 7, 10, 13-20, 24, 28, 30-33, 36 -37, 39-43	14
Multi-Media Journalist	1-2, 4-5, 7, 10, 13-20, 24, 28, 30-33, 36 -37, 39-43	17
Newscast Director	2, 4-8, 10, 12-28, 30-33, 35-37, 39-46	39
Newscast Director	2, 4-8, 10, 12-28, 30-33, 35-37, 39-46	2
Newscast Director	2, 4-8, 10, 12-28, 30-33, 35-37, 39-46	17
Multi Media Account Executive	2, 4-8, 10-14, 16-28, 30-33, 35-46	38
Multi Media Account Executive	2, 4-8, 10-14, 16-28, 30-33, 35-46	11
Multi Media Account Executive	2, 4-8, 10-14, 16-28, 30-33, 35-46	17
Senior Producer	2, 4-8, 10, 12-13, 16, 18-24, 27-28, 30- 37, 39-46	34
Visual Journalist	2, 4-8, 10, 12-14, 16, 18-24, 27-28, 30- 33, 35-37, 39-46	39
Visual Journalist	2, 4-8, 10, 12-14, 16, 18-24, 27-28, 30- 33, 35-37, 39-46	40
Account Manager	2, 4-8, 10, 12-13, 16-18, 20-25, 27-33, 35-37, 39-46	17
Multi Platform Producer	2, 4-8, 10, 12-13, 16-18, 20-25, 27-28, 30-33, 35-37, 39-46	25
Multi Platform Producer	2, 4-8, 10, 12-13, 16-18, 20-25, 27-28, 30-33, 35-37, 39-46	39
National Sales Coordinator	2, 4-5, 10, 13, 16-18, 20, 24, 28, 30-33, 36-37, 39-43	10
Multi Media Account Executive	2, 4-6, 8, 10, 12-13, 15-19, 21-24, 27- 33, 35-37, 39-46, 48	29
Night Side Executive Producer	2, 4-6, 8, 10, 12-13, 16-18, 20-25, 27- 28, 30-33, 35-37, 39-46	39
Newscast Director	2, 4-6, 8, 10, 12-13, 16-18, 20-24, 27- 28, 30-33, 35-37, 39-46	17
Digital Content Producer	2-6, 8, 10, 12-13, 16-25, 27-28, 30-33, 35-37, 39-46	40

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Arkansas Broadcasters Association 2024 Arkansas Valley Drive, Suite 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 800-844-3216 Email : mail@arkbroadcasters.org Fax : 1-501-223-9798 Arkansas Broadcasters	N	2
3	Arkansas Business 114 Scott Street Little Rock, Arkansas 72201 Url : arkansasbusiness.com Bonnie Jacoby Manual Posting	N	0
4	Arkansas State University P.O. Box 1930 State University, Arkansas 72467 Phone : (870) 972-3070 Email : pgraham@astate.edu Fax : 1-870-972-2997 Pamela Graham	N	0
5	Arkansas State University- Beebe Branch P O Box 1000 Beebe, Arkansas 72012 Phone : 501-882-6452 Fax : 1-501-882-8906 Arkansas State University- Beebe Branch Arkansas State University- Beebe Branch	N	0
6	Arkansas Technical University 1605 Collisium Drive Russellville, Arkansas 72801 Phone : 479-880-4520 Email : ajohnson94@atu.edu Fax : 1-479-964-0863 Amanda Johnson	N	0
7	Association of Rehabilitation Industry & Business P. O. Box 1618 Hot Springs, Arkansas Phone : 624-4087 Email : arib@hsnp.com Rhonda Bowman	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 870-248-4000 Email : mba@mbaweb.org Fax : 1-870-248-4100 Kimberly Bigger	N	0
9	Brown College 1345 Mendota Heights Road Mendota Heights, Minnesota 55120 Phone : (651) 905-3400 Email : pkraimer@browncollege.edu Paul Kraimer	N	0
10	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	2
11	Career Fair	N	1
12	Central Baptist College no listing Conway, Arkansas 72032 Phone : 501-329-6872 Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
14	Corporate Office	N	15
15	Corporate Recruiter	N	5

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16	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
17	Employee Referral	N	24
18	Gannett Jobs Website 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-7000 Virgil Smith Manual Posting	N	4
19	Glassdoor glassdoor.com Sausalito, California Robert Hohman Manual Posting	N	0
20	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com Email : slizik@602communications.com Career Services	N	0
21	Harding University Main Campus no listing Searcy, Arkansas 72149 Phone : 501-279-4000 Fax : 1-501-279-4600 Harding University Main Campus Harding University Main Campus	N	0
22	Henderson State University 100 Henderson Street; Box 772 Arkadelphia, Arkansas 71923 Phone : 870-230-5295 Email : mba@mbaweb.org Fax : 1-870-230-5336 Jessica Garrison	N	0

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23	Hendrix College 1601 Harkrider St Conway, Arkansas 72032 Phone : 501-329-6811 Email : careerservices@hendrix.edu Fax : 1-501-450-1200 Hendrix College Hendrix College	N	0
24	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
25	Indeed.com	N	12
26	Job Board	N	2
27	John Brown University 200 West University Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Email : mba@mbaweb.org Fax : 1-479-524-7221 Dan Noyes	N	0
28	JuJu juju.com New York, New York Brendan Cruickshank Manual Posting	N	0
29	Linked In	N	2
30	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
31	Missouri Broadcasters Association Online 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : mba@mbaweb.org Fax : 1-573-634-8258 MANDI HEILAND	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	1
33	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlja.org Career Service	N	0
34	Non-Employee Referral	N	3
35	Phlander Smith College 812 West 13th Street Little Rock, Arkansas 72202 Phone : 501-370-5316 Email : mba@mbaweb.org Fax : 1-501-370-5299 Alvin Anglin	N	0
36	SAU Tech Multimedia Instructor Box3499 East Camden, Arkansas Phone : 870-574-4457 Email : staylor@sautech.edu Steve A. Taylor	N	0
37	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
38	Station Website	N	1

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39	THV11.com - KTHV Website 720 IZARD STREET LITTLE ROCK, ARKANSAS 72201 Phone : (501) 376-1111 Career Service Manual Posting	N	9
40	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	10
41	U of A Little Rock - Career Services 2801 S UNIVERSITY LITTLE ROCK, ARKANSAS 72204 Phone : 501-569-3584 Email : mdgoza@ualr.edu Michelle Goza	N	1
42	United Planning Organization 301 RHODE ISLAND AVENUE, NW WASHINGTON, DISTRICT OF COLUMBIA Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
43	University of Arkansas at Pine Bluff P.O. Box 4975 - 1200 N. UNIVERSITY DRIVE PINE BLUFF, ARKANSAS Phone : (870) 575-8461 Email : jonesm@uapb.edu Fax : 1-870-575-4606 Mary Jones	N	0
44	University of Arkansas Monticello PO Box 3548 Monticello, Arkansas 71656 Phone : 870-460-1454 Email : mba@mbaweb.org Fax : 1-870-460-1354 Laura Hughes	N	0

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45	University of Arkansas- Little Rock 2801 S University Ave Little Rock, Arkansas 72204 Phone : 501-569-3000 Fax : 1-501-569-8156 University of Arkansas- Little Rock University of Arkansas- Little Rock	N	0
46	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
47	Unknown Referral Source	N	1
48	Unsolicited	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			97

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2016	Participation in scholarship programs	As part of our commitment to grow the next generation of broadcasters and to create a diverse workforce, KTHV, through the TEGNA foundation funded scholarships to the following universities: <ul style="list-style-type: none"> • Ouachita Baptist University - \$2,000. THV11/Matt Turner Media/Journalist Award. • University of Arkansas at Little Rock - \$3,000. TEGNA News Producer Scholarship • Arkansas State University Foundation, Inc. - \$2,500. Delta Digital News Bureau 	2	GM Multi Media Coordinator
2	2/12/2016	Participation in events or programs sponsored by educational institutions	On February 12, the SEU hosted high school students studying journalism, communications and digital from Beebe High School. Students met with a Producer, Anchor and Digital Content Manager.	3	Producer Anchor Digital Content Manager
3	3/30/2016	Provision of training to management	Sales management and staff in the sales department were trained on BRS sales transformation.	3	General Sales Manager Digital Sales Manager Local Sales Manager
4	5/23/2016	Establishment of an intern program designed to assist members of the community	KTHV's internship program offers college juniors and seniors the opportunity to have hands on experience in a professional broadcast organization to gain the necessary skills needed to later obtain employment in the broadcast industry. During the reporting period we had four interns in news.	2	News Director Executive Producer
5	6/16/2016	Establishment of training programs for station personnel	KTHV sent an Executive Producer to the 2016 Investigative Reporters & Editors Conference. This National conference was packed with panels, workshops, and roundtables covering the latest developments in the field of investigative reporting. The conference has become known for the practical tips and story ideas shared by prize winning members in quick-hit sessions. Speakers shared strategies for locating documents and gaining access to public records, finding the best stories and managing investigations.	1	Executive Producer

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6	9/16/2016	Establishment of training programs for station personnel	On 09/15/16 - 09/17/16, our Digital Content Manager and Digital Content Producer attended the National Online News Association Conference in Denver. The TEGNA Foundation Grant to the ONA provides ongoing training and recognition to advance journalism in the digital space. ONA's mission is to inspire innovation and excellence among journalists to better serve the public.	2	Digital Content Manager Digital Content Producer
7	10/25/2016	Participation in events or programs sponsored by educational institutions	THV Meteorologist participated as a guest panelist at the college of Ouachita's in Malvern for a career panel discussion with college students.	1	Meteorologist
8	12/2/2016	Participation in events or programs sponsored by educational institutions	Multimedia Journalist spoke with high school students at Beebe High School about careers in Journalism.	1	MMJ
9	1/4/2017	Participation in job banks, internet programs and other programs designed to promote outreach	As part of our commitment to wide dissemination of our job opportunities, KTHV posts all position with the National Association of Black College Broadcasters among other organizations.	1	HR Director
10	1/5/2017	Provision of training to management	Break Through to Excellence- G/O Digital's Leadership Summit was held in Phoenix, Arizona and attended by the Digital and Local Sales Manager for KTHV. The summit focused on leadership, enhancing sales through websites and social media along with brand building.	2	Digital Sales Manager Local Sales Manager
11	1/5/2017	Establishment of training programs for station personnel	THV11 sent (2) employees to TEGNA's Content Summit in McLean, Virginia designed to give our management team new ways to examine content issues and get noticed, increase audience on all platforms and hire a diverse staff that is representative of the communities we serve.	2	Digital Content Manager News Director