

KTHV
EEO PUBLIC FILE REPORT
January 21, 2018 - January 20, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photojournalist/Visual Storyteller	1, 3-9, 12, 16-20, 23-24, 26-30, 32-39	29
Digital Sales Manager	1-3, 5-10, 14-20, 23-28, 30, 32-39	25
Multi Media Account Executive	1, 3, 5-9, 12, 16-21, 23, 25-28, 30, 32-39	7
MMJ/Meteorologist	1-3, 5-9, 14-20, 22-24, 26-28, 30, 32-39	22
Content Coordinator	1, 3, 5-9, 11, 13, 16-21, 23-28, 32-40	33
Sports Multi-Skilled Journalist	1-2, 7, 9, 14-16, 20, 24, 26-28, 32-36, 40	7
Digital Content Producer	1-2, 7, 9, 14-16, 20, 24, 26-28, 32-36, 40	7
Digital Content Producer	1-2, 7, 9, 14-16, 20, 24, 26-28, 32-36, 40	33
Special Content Executive Producer	1-2, 7, 9, 14-16, 20, 24, 26-28, 31-36, 40	31
Copy Coordinator	1-2, 7, 9, 14-16, 20, 24, 26-28, 32-36, 40	7
Newscast Director	1-2, 7, 9, 14-16, 20, 24, 26-28, 32-34, 36, 40	7
Multiskilled Journalist	1-2, 7, 9, 14-16, 20, 24, 26-28, 32-34, 36, 40	7
Multi Media Account Executive	1-2, 7, 9, 14-16, 20, 24-28, 32-36, 40	7
Multi Media Account Executive	1-2, 7, 9, 14-16, 20, 24-28, 32-36, 40	7

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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
1	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	0
2	Arkansas Business 114 Scott Street Little Rock, Arkansas 72201 Url : arkansasbusiness.com Bonnie Jacoby Manual Posting	N	0
3	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
4	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
5	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
6	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

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7	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	43
8	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
9	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
10	Corporate Recruiter	N	1
11	Current Employee	N	1
12	Employee Referral	N	4
13	Former Employee Referral	N	1
14	Gannett Jobs Website 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-7000 Virgil Smith Manual Posting	N	0
15	Glassdoor glassdoor.com Sausalito, California Robert Hohman Manual Posting	N	0
16	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

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17	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
18	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
19	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
20	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
21	Indeed.com	N	4
22	Internal Candidate	N	1
23	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
24	JuJu juju.com New York, New York Brendan Cruickshank Manual Posting	N	0
25	Linked In	N	11

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26	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
27	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
28	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	0
29	Other Source	N	1
30	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
31	Previous Employee	N	1
32	SAU Tech Multimedia Instructor Box3499 East Camden, Arkansas Phone : 870-574-4457 Email : staylor@sautech.edu Steve A. Taylor	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
33	THV11.com - KTHV Website 720 IZARD STREET LITTLE ROCK, ARKANSAS 72201 Phone : (501) 376-1111 Career Service Manual Posting	N	8
34	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	0
35	U of A Little Rock - Career Services 2801 S UNIVERSITY LITTLE ROCK, ARKANSAS 72204 Phone : 5015693584 Email : mdgoza@ualr.edu Michelle Goza	N	0
36	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
37	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
38	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

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39	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			76

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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	2/2/2018	Establishment of training programs for station personnel	Byte Back Challenge - TEGNA rolled curriculum to educate employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out 1/26/18 and completed on 2/2/18.	100	Station Staff
2	2/8/2018	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their executive teams.	1	HR Director
3	3/13/2018	Establishment of training programs for station personnel	2018 South Regional Digital Workshop - The Director of Sales and Client Fulfillment Specialist will be traveled to Atlanta, GA for a digital sales training workshop with TEGNA. “Building Your 2018 Tactical Toolbox”	2	DOS AM
4	5/8/2018	Establishment of training programs for station personnel	TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	1	DOS

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5	6/4/2018	Establishment of an intern program designed to assist members of the community	Internships - KTHV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well. During the reporting period, KTHV hired and trained 4 interns for three month assignments.	5	Intern Intern Intern Intern
6	6/17/2018	Establishment of training programs for station personnel	Seller Inside Out Training - New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	1	AE
7	6/18/2018	Establishment of training programs for station personnel	News, Digital and Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	3	News Director Marketing Director Digital Manager

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8	7/24/2018	Participation in events or programs sponsored by educational institutions	<p>KTHV employees conduct station tours, speak in public forums and school visits to inform the community and students of our operations and for them to learn more about the jobs and careers in Broadcasting. Examples include:</p> <p>THV11 meteorologist met with students and discussed weather, meteorology and broadcasting careers on the following dates:</p> <p>July 24- Museum of Discovery offers free one-week workshops for girls age 12-15. The purpose of girls in STEM is to give participants an opportunity to explore STEM careers with hands-on activities led by female STEM professionals, ultimately encouraging them to continue their STEM studies and even pursue STEM careers. The Museum of Discovery has made this a priority as there continues to be a gender gap in STEM careers with men outnumbering women. This year, one group of girls visited with one of the THV11 Meteorologist on Wednesday, July 24th for a look at the field of meteorology. They will watch the 9 o'clock show, tour the station, get a feel for the green screen before heading up to the conference room for Q&A and a forecasting activity.</p>	1	Meteorologist
9	8/13/2018	Establishment of training programs for station personnel	Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	75	News Staff Production Staff Admin Staff

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10	9/16/2018	Establishment of training programs for station personnel	Seller Inside Out Training - New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	2	AE AE
11	12/4/2018	Establishment of training programs for station personnel	Manager Inside Out Training – Sales Leaders attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	1	DSM