

**KTHV**  
**EEO PUBLIC FILE REPORT**  
**January 21, 2019 - January 20, 2020**

**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
Director of Sales	1-2, 4-9, 11, 13-20	17
Anchor/Reporter	1-2, 4-9, 11, 13-20	4
Multiskilled Journalist - 006851	1-2, 4-9, 11, 13-20	17
Digital Content Producer - 006858	1-2, 4-11, 13-20	10
Digital Content Producer - 006858	1-2, 4-11, 13-20	4
Weather Anchor/MSJ - 007104	1-2, 4-9, 11, 13-20	17
Major Account Sales Executive - 007221	1-2, 4-9, 11, 13-20	4
Major Account Sales Executive - 007221	1-2, 4-9, 11, 13-20	17
Morning Show Producer - 007521	1-9, 11, 13-18, 20	17
Morning Meteorologist - 007658	1-9, 11, 13-18, 20	17
Producer/Multiskilled Journalist - 007721	1-9, 11, 13-20	17
Local Sales Manager	1-9, 11-20	12
Digital Sales Specialist	1-7, 9, 11-20	17

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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- 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
4	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	3
5	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
6	Gannett Jobs Website 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-7000 Virgil Smith Manual Posting	N	0

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7	Glassdoor glassdoor.com Sausalito, California Robert Hohman Manual Posting	N	0
8	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
9	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
10	Indeed.com	N	1
11	JuJu juju.com New York, New York Brendan Cruickshank Manual Posting	N	0
12	Linked In	N	2
13	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
14	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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15	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
16	SAU Tech Multimedia Instructor Box3499 East Camden, Arkansas Phone : 870-574-4457 Email : staylor@sautech.edu Steve A. Taylor	N	0
17	THV11.com - KTHV Website 720 IZARD STREET Little Rock, Arkansas 72201 Phone : (501) 376-1111 Career Service Manual Posting	N	8
18	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
19	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
20	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/13/2019	Participation in events sponsored by community groups	The ESA ROI conference is a developmental sales training around strategic sales training.	2	Account Executive Account Executive
2	4/16/2019	Establishment of training programs for station personnel	Manager Inside Out Training – Sales Leaders attend Inside Out training. This training is a part of TEGNA onboarding 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	Director of Sales
3	5/1/2019	Establishment of training programs for station personnel	Manager Inside Out Training – Sales Leaders attend Inside Out training. This training is a part of TEGNA onboarding 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	Director of Sales
4	6/13/2019	Establishment of training programs for station personnel	Sales 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	Account Executive Director of Sales

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5	7/15/2019	Establishment of training programs for station personnel	Integrity is a core value at TEGNA. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities. Knowing, understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards. Because it is critical that we hold ourselves to the highest levels of ethics and professionalism, we require all employees to complete "Conflicts of Interest: Protecting Company Interests" training as well as a brief survey on ethics.	80	Account Executive Sales Assistant Anchor Marketing Director
6	7/18/2019	Participation in events sponsored by community groups	Tegna rolled out training for National Employees Month and ran trainings for new sales systems implemented at KTHV.	4	Sales Operations Supervisor Sales Assistant Account Executive Account Executive
7	7/18/2019	Establishment of training programs for station personnel	Sales training at Arkansas Broadcasters Association focused on creating contacts in the broadcast industry and generating revenue.	7	Director of Sales Sales Manager Account Executive Account Executive
8	10/15/2019	Participation in events or programs sponsored by educational institutions	Participation at a job fair at University of Arkansas at Little Rock to recruit talent.	1	Account Executive
9	11/6/2019	Participation in events or programs sponsored by educational institutions	Attended University of Central Arkansas career fair to recruit students and talk about the opportunities in the broadcast journalism industry.	2	Sales Marketing Manager Programming Coordinator
10	12/19/2019	Establishment of training programs for station personnel	HR training to improve leadership efforts on effective leadership.	4	Director of Sales News Director HR Business Partner Marketing Director

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11	1/16/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched in annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	80	Sales Marketing Manager News Director General Manager Administrative Assistant