

KTHV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
Multi Skilled Journalist	1-2, 4-5, 7, 9-10, 14, 17-21, 25-26, 28-39	33
Multi Platform Producer	1-2, 4-5, 7, 9-10, 14-22, 25, 28-39	14
Multi Platform Producer	1-2, 4-5, 7, 9-10, 14-22, 25, 28-39	14
Multi Platform Producer	1-2, 4-5, 7, 9-10, 14-22, 25, 28-39	33
Newscast Director	1-7, 9-11, 13-21, 25-26, 28-39	6
Sports MMJ	1-5, 7, 9-10, 15, 17-21, 25, 28-36, 38-39	34
Multi Media Account Executive	1-4, 7, 9-10, 14-15, 17-22, 25-39	14
Multi Media Account Executive	1-4, 7, 9-10, 14-15, 17-22, 25-39	14
Photojournalist/Visual Storyteller	1-5, 7, 9-10, 14, 17-21, 25-26, 28-39	14
Multi Platform Producer	1-5, 7, 9-10, 12, 14-15, 17-21, 24-26, 28-39	12
Local Sales Manager	1-5, 7, 9-10, 12, 17-21, 23, 25-39	27
National Sales Assistant	1-5, 7-10, 14-21, 25, 28-39	16
Local Sales Assistant	1-2, 4-5, 7-10, 14-22, 25-26, 28-39	15
Newscast Director	1-2, 4-5, 7, 9-10, 14-15, 17-22, 25-26, 28-39	22
Digital Content Producer	1-2, 4-5, 7, 9-10, 14, 17-22, 25-26, 28-39	7
Digital Content Producer	1-2, 4-5, 7, 9-10, 14, 17-22, 25-26, 28-39	7
Visual Journalist	1-2, 4, 7, 9-10, 14-15, 17-21, 25-26, 28-39	33

KTHV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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	1
2	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
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	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
5	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
6	Bulletin Board	N	1

KTHV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
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	6
8	Career Fair	N	2
9	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
10	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
11	Corporate Office	N	1
12	Corporate Recruiter	N	2
13	Current Employee - Transfer/Promotion	N	1
14	Employee Referral	N	22
15	Gannett Jobs Website 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-7000 Virgil Smith Manual Posting	N	6
16	Glassdoor glassdoor.com Sausalito, California Robert Hohman Manual Posting	N	2

KTHV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
17	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
18	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
19	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
20	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
21	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
22	Indeed.com	N	7
23	Internal Candidate	N	1
24	Job Board	N	1

KTHV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
25	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
26	JuJu juju.com New York, New York Brendan Cruickshank Manual Posting	N	0
27	Linked In	N	3
28	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
29	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
30	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bermail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
31	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

KTHV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
32	SAU Tech Multimedia Instructor Box3499 East Camden, Arkansas Phone : 870-574-4457 Email : staylor@sautech.edu Steve A. Taylor	N	0
33	THV11.com - KTHV Website 720 IZard Street Little Rock, Arkansas 72201 Phone : (501) 376-1111 Career Service Manual Posting	N	28
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	7
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

KTHV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
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
39	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			91

KTHV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/7/2017	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.	2	Intern Executive Producer
2	3/11/2017	Participation in events or programs sponsored by educational institutions	Two station meteorologists attended a Women in Media Panel. One served as moderator and the other as a guest panelist to discuss the roles of women in media.	2	Meteorologist Meteorologist
3	3/13/2017	Participation in events or programs sponsored by educational institutions	Station meteorologist attended a CFA (Cabot Freshman Academy) career fair as a feature speaker to talk about careers in Meteorology.	1	Meteorologist
4	4/25/2017	Participation in events or programs sponsored by educational institutions	Station anchor was a special speaker at a Networking Night at the Clinton Presidential library put on by KIPP Delta Collegiate High School and Cross County High School	1	Anchor
5	5/15/2017	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.	2	Intern Executive Producer
6	5/22/2017	Provision of training to management	The new KTHV Director of Sales attended the 2017 TEGNA Director of Sales conference in Phoenix, Arizona. The summit focused on leadership, enhancing sales through websites and social media along with brand building. Another large topic for the conference covered recruitment strategies.	1	LSM

KTHV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	6/21/2017	Establishment of training programs for station personnel	KTHV sent our Weekend Producer to the 2017 Investigative Reports & Editors Conference in Phoenix, Arizona. 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 share strategies for locating documents and gaining access to public records, finding the best stories and managing investigations.	1	Producer
8	6/26/2017	Provision of training to management	THV11 sent (3) employees to TEGNA's Annual 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 the communities we serve. Our News Director, Marketing Manager, and Digital Content Supervisor will be attending.	3	News Director Digital Manager Marketing Manager
9	6/27/2017	Provision of training to management	The Human Resources Director attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation.	1	
10	7/10/2017	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.	2	Executive Producer Intern

KTHV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	7/22/2017	Participation in job banks, internet programs and other programs designed to promote outreach	July 22nd & August 2nd Mariel spoke to girls from the program Girls in STEM by the Museum of Discovery. The girls had a chance to speak to a female in a STEM career field and had a chance to tour the station.	1	Meterologist
12	8/22/2017	Establishment of training programs for station personnel	Station sent two account executives to Inside/Out Sales Training in Denver	2	Account Executive Account Executive
13	11/28/2017	Establishment of training programs for station personnel	Local Sales Manager attended the TEGNA Media Inside Out Training . Topics included recruitment, onboarding, accountability and culture	1	LSM
14	12/14/2017	Participation in events or programs sponsored by educational institutions	Weekend anchor/reporter spoke at a public forum sponsored by the UCA School of Communication on Nov 15th to discuss how journalists reports on executions.	1	Anchor/Reporter
15	1/2/2018	Establishment of training programs for station personnel	Tegna Labor relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and then the HRBP shares this topical information with their Executive team	1	HRBP
16	1/2/2018	Establishment of training programs for station personnel	VP Labor Relations conducted Employees training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options. Those that could not make the live training options were provided a link to watch a recorded version.	87	
17	1/19/2018	Provision of training to management	VP Labor Relations conducted for all Station Leaders training session on Harassment in the work place. Prevention and action steps for all managers	8	