

KTHV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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-Media Journalist | 2, 4-10, 12-13, 17-24, 28, 30-33, 35-37, 39, 41-49 | 19 |
| Producer | 2, 4-10, 12-13, 17-24, 28, 30-33, 35-37, 39, 41-49 | 41 |
| Sales Account Executive | 1-2, 4-10, 12-13, 17, 19-20, 22, 24-25, 28, 30-34, 36-37, 39, 41-43, 45-47, 49 | 34 |
| Digital Account Executive | 1-2, 4-10, 12-13, 17-20, 22, 24-25, 27- 28, 30-33, 36-37, 39, 41-43, 45-47, 49 | 25 |
| Digital Account Executive | 1-2, 4-10, 12-13, 17-20, 22, 24-25, 27- 28, 30-33, 36-37, 39, 41-43, 45-47, 49 | 25 |
| MMJ | 2, 4-5, 7, 9-10, 13, 17-19, 24, 30-33, 37, 39-43, 45-46 | 18 |
| Local Sales Manager | 2, 4-5, 7, 9-10, 13, 17-20, 24-25, 30-33, 37-39, 41-43, 45-46 | 25 |
| Sales Account Executive | 2, 4-5, 7, 9-10, 13, 16-20, 24-25, 29-33, 37, 39, 41-43, 45-46 | 10 |
| Digital Account Executive | 2, 4-5, 7, 9-11, 13, 17-20, 24-26, 30-33, 37, 39, 41-43, 45-46 | 11 |
| Digital Account Executive | 2-5, 7, 9-10, 13, 17-20, 24-25, 29-33, 37, 39, 41-43, 45-46, 50 | 25 |
| Insights Specialist | 2, 4-5, 7, 9-11, 13, 17, 19-20, 24-25, 29 -33, 37, 39, 41-43, 45-46 | 41 |
| Producer | 2-5, 7, 9-11, 13-15, 17, 19-20, 24, 30- 33, 37, 39, 41-43, 45-46 | 14 |

KTHV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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 Baptist College 1600 Bishop Street Little Rock, Arkansas 72202 Phone : 501-374-6137 Alma Valley | N | 0 |
| 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 | 1 |
| 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 |

KTHV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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 | Association of Rehabilitation Industry & Business P. O. Box 1618 Hot Springs, Arkansas Phone : 624-4087 Email : arib@hsnp.com Rhonda Bowman | N | 0 |
| 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 | 3 |
| 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 Recruiter | N | 2 |
| 15 | Current Employee | N | 1 |

KTHV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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 |
|------------------|---|--|---|
| 16 | Did not indicate (Source Unknown) | N | 1 |
| 17 | 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 |
| 18 | Employee Referral | N | 14 |
| 19 | Gannett Jobs Website 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-7000 Virgil Smith Manual Posting | N | 1 |
| 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 |

KTHV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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 |
|------------------|---|--|---|
| 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 | Internet Ad-not directly contacted by SEU | N | 1 |
| 27 | Job posting on internet | N | 1 |
| 28 | 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 |
| 29 | Linked In | N | 6 |
| 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 |

KTHV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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 |
|------------------|--|--|---|
| 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 | 2 |
| 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 | 2 |
| 35 | Philander Smith College One Trudie Kibbe Reed Drive Little Rock, Arkansas Phone : 501-370-5297 Email : rlovelace@philander.edu Fax : 1-501-370-5386 Rhonda Lovelace | N | 0 |
| 36 | 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 |
| 37 | SAU Tech Multimedia Instructor Box3499 East Camden, Arkansas Phone : 870-574-4457 Email : staylor@sautech.edu Steve A. Taylor | N | 0 |
| 38 | Self Referral | N | 1 |

KTHV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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 |
|------------------|--|--|---|
| 39 | 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 |
| 40 | Station Website | N | 2 |
| 41 | THV11.com - KTHV Website 720 Izard Street Little Rock, Arkansas 72201 Phone : (501) 376-1111 Career Service Manual Posting | N | 2 |
| 42 | 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 |
| 43 | U of A Little Rock - Career Services 2801 S University Little Rock, Arkansas 72204 Phone : 5015693584 Email : mdgoza@ualr.edu Michelle Goza | N | 0 |
| 44 | U of A Little Rock - Communications Dept. 2801 S. University Little Rock, Arkansas Phone : 569-3164 Email : jmbyrne@ualr.edu Dr. Jamie Byrne | N | 0 |
| 45 | 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 |

KTHV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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 |
|--|--|--|---|
| 46 | 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 |
| 47 | 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 |
| 48 | 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 |
| 49 | University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer | N | 0 |
| 50 | Unknown Referral Source | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 55 |

KTHV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--|
| 1 | 2/2/2015 | 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 positions with Emma Bowen Foundation for Minority Interests in Media, National Association of Black College Broadcasters, South Asian Journalist Association among other organizations. | 1 | HR Director |
| 2 | 4/1/2015 | 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 Gannett Foundation, funded scholarships with the University of Arkansas Foundation Inc., specifically for the University of Arkansas at Little Rock to support students studying Mass Communications | 2 | Multi Media Cood President/General Mgr |
| 3 | 5/11/2015 | 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 so the gain the necessary ork skills needed to later obtain employment in the broadcast industry. During the reporting period we had four interns in news | 2 | Executive Producer News Director |
| 4 | 8/5/2015 | Participation in events sponsored by community groups | KTHV reporter attended Career Week at Our House Children's Center to introduce disadvantage youth to a career in Journalism | 1 | Reporter |
| 5 | 8/5/2015 | Participation in events sponsored by community groups | KTHV Meteorologist spoke to participants in the Museum of Discovery's GIRLS IN STEM program about careers in Meteorology. The participants ranged in age from 11 to 13 and were participating in a career week focusing on careers in Science, Technology, Engineering and in Math. | 1 | Meteorologist |