

KVTN-DT-KVTH-DT
EEO PUBLIC FILE REPORT
December 15, 2015-January 21, 2016¹

Victory Television Network, Inc., the licensee of Stations KVTN-DT and KVTH-DT, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. *See* 47 C.F.R. § 73.2080(c)(1); *Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies*, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, Victory Television Network, Inc. has established a religious qualification for all employee positions at KVTN-DT and KVTH-DT. In accordance with the FCC's rules, Victory Television Network, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

I. VACANCY LIST

See the Master Recruitment Source List ("MRSL") in the next section for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
There were no vacancies during this reporting period.		

¹ This report provides recruitment data collected from December 15, 2015 through January 21, 2016. Pursuant to FCC consent, the stations in this employment unit were assigned to Victory Television Network, Inc. effective December 15, 2015. See FCC File Nos. BALCDT-20151014ADS-ADT. As a result, the immediate reporting period is an abbreviated one, beginning December 15, 2015 and, pursuant to the FCC's 10-day grace period policy, terminating January 21, 2016

II. MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information
1	Arkansas Baptist College, Brian Miller, 1600 Bishop St. Little Rock, AR 72202, (501) 244-5137 brian.miller@arkansasbaptist.edu
2	University of Central Arkansas, Teresa Murphy, Career Services Dept., 201 Donaghey Ave., Bernard Hall, Room 314, Conway, AR 72035 (501) 450-3134 teresam@uca.edu
3	Philander Smith College, Rhonda Lovelace, 812 W. 13 th Little Rock, AR 72203, 501-370-5297 rlovelace@philander.edu
4	Hendrix College, Jamie Fotioo, Career Services, 1600 Washington Ave., Conway, AR 72032 (501) 450-1400 fotioo@hendrix.edu
5	University of Arkansas at Pine Bluff (UAPB), Shirley Cherry P O Box 4975 Pine Bluff, AR 71611, (870) 575-8461 cherrys@uapb.edu
6	Employment Security Division, Dolly Rhodes, 5401 S. University Little Rock, AR 72209 (501) 682-1721 dolly.rhodes@arkansas.gov
7	Arkansas State University, Cathalene Thigpen, P O Box 2490 State University, AR 72467, (870) 972-3025 careers@astate.edu
8	Harding University, Dr. Butch Gardner, Career Center, Harding University, Box 12243 Searcy, AR 72149, (501) 279-4454 careercenter@harding.edu
9	John Brown University, Chris Confer, Career Development Director, 2000 W. University St., Siloam Springs, AR 72761, (479) 524-9500 confer@jbu.edu
10	Williams Baptist College, Aneita Cooper, Career Services Director, Box 3518 WBC Walnut Ridge, AR 72476, (870) 759-4184 acooper@wbcoll.edu
11	Central Baptist College, Kerry Norris, Career Services Dept., 1501 College Conway, AR 72034, (510) 329-6872 knorris@cbc.edu
12	Lyon College, Vicki Webb, Career Development Dept., P O Box 2317, 2300 Highland Road Batesville, AR 72503, (870) 307-7228 vicki.webb@lyon.edu
13	Arkansas Broadcasters Association, Angie Robinson, 2024 Arkansas Valley Dr. Suite 403 Little Rock, AR 72212, (501) 227-7564 angie@arkbroadcasters.org
14	TV Jobs, Mark Holloway, http://www.tvjobs.com/cgi-bin/jobs2/employers/login.cgi , 760-754-2115

RS Number	RS Information
15	KVTN-KVTH-KVTJ TV Stations Job Opening ad schedule, Sharon Case, Traffic Director, 701 Napa Valley Dr. Little Rock, AR 72211, (501) 223-2525
16	KVTN-KVTH-KVTJ web site, Andrea Qualls, 701 Napa Valley Dr. Little Rock, AR 72211, (501) 223-2525; www.vntv.com
17	KVTN-KVTH-KVTJ internal job opening posting, Jim Grant, 701 Napa Valley Dr. Little Rock, AR 72211, (501) 223-2525
18	Arkansas Democrat-Gazette, Willie Seward, 121E.Capitol Ave., Little Rock, AR 72201, 501-378-3467
19	Employee Referral
20	Non-employee referral
21	The Society of Broadcast Engineers (SBE) 9102 North Meridian St. Suite 150 Indianapolis, IN 46260 (317) 846-9000 phone (317) 846-9120 fax kjones@sbe.org
22	Oral Roberts University Kelan Henderson, Career Services 7777 South Lewis Avenue Tulsa, OK 74171 (918) 495-6912 E-mail: careers@oru.edu
23	Ouachita Baptist University Rachel Roberts, Director of Career Services 410 Ouachita Street OBU Box 3780 Arkadelphia, AR 71998-0001 (870) 245-5283 E-mail: careerservices@obu.edu
24	UALR School of Mass Communications Dr. Olaf Hoerschelmann 2801 S. University Little Rock, AR 72204 (501) 569-3392 E-mail: oxhoerschelm@ualr.edu
25	Indeed.com