

KFSM, KXNW
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KFSM, KXNW, Fort Smith, Arkansas.

KFSM, KXNW, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 479-783-3131.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

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
Digital Content Producer	1-6, 4, 8-12, 14-29, 31-42, 44-56, 58-74, 76-91	64
Producer	1, 3-6, 4, 8-12, 14-19, 21-28, 32-33, 36-39, 44-56, 58-74	64
Director of Technology	1, 3-6, 4, 8-12, 14-19, 21-29, 32-33, 36, 38-39, 44-48, 50-56, 58-74	64
Account Executive	1, 3-6, 4, 8-28, 32-33, 36, 39, 43-48, 50-74	20
Multi Media Journalist	1, 3-6, 4, 8-12, 14-19, 21-28, 32-33, 36, 39, 43-48, 50-56, 58-74	64
Multi Media Journalist	1, 3-6, 4, 8-12, 14-19, 21-28, 32-33, 36, 39, 43-48, 50-56, 58-74	64
Creative Services Coordinator	1, 3-6, 4, 8-12, 14-28, 32-33, 36, 39, 43-48, 50-56, 58-74	20
MCO/Operations Supervisor	1, 3-6, 4, 8-12, 14-19, 21-28, 30, 32-33, 44-48, 50-56, 58-74	30
Producer	1, 3-6, 4, 8-12, 14-19, 21-28, 32-33, 36, 39, 44-48, 50-56, 58-74	64
Media Coordinator	1, 3-6, 4, 8-12, 14-19, 21-30, 32-33, 36, 39, 44-48, 50-56, 58-74	30
Reporter/MMJ	1, 3-6, 4, 8-12, 14-19, 21-28, 32-33, 36, 39, 44-48, 50-56, 58-74	64
Photographer	1, 3-6, 4, 8-12, 14-19, 21-29, 32-33, 36, 39, 44-48, 50-56, 58-74	64

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Local Sales Assistant	1, 3-6, 4, 8-12, 14-29, 32-33, 36, 39, 44 -48, 50-56, 58-75	39
Anchor	1, 3-6, 4, 8-12, 14-28, 32-33, 36, 39, 44 -48, 50-56, 58-75	20
Promotion Producer	1, 3-6, 4, 8-12, 14-19, 21-29, 31-33, 36, 39, 44-48, 50-56, 58-75	29
Photographer	1, 3-6, 4, 8-12, 14-19, 21-28, 31-33, 36, 39, 44-48, 50-56, 58-75	28
Assignment Desk Editor	1, 3-6, 4, 8-19, 21-28, 32-33, 36, 39, 44 -48, 50-72, 74-75	57
Reporter/Anchor	1, 3-6, 4, 8-19, 21-28, 32-33, 36, 39, 44 -48, 50-56, 58-59, 61-72, 74	64
Multi-Media Journalist	1, 3-6, 4, 8-12, 14-29, 31-33, 44-48, 50- 56, 58-72, 74	20
Photographer	1, 3-6, 4, 8-12, 14-19, 21-28, 31-33, 36, 39, 44-48, 50-72, 74-75	57

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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	American Indian Center of Arkansas 1100 North University Avenue, #143 Little Rock, Arkansas Paul Austin Manual Posting	Y	0
2	Arkansas Baptist College 1600 Bishop Street Little Rock, Arkansas 72202 Phone : 501-374-6137 Alma Valley	N	0
3	Arkansas Baptist College 1600 Bishop Street Little Rock, Arkansas 72202 Phone : 501 374-7856 Email : gillamlm@aol.com Fax : 1-501-375-9257 Linda Gillam	N	0
4	Arkansas Broadcasters Association 2024 Arkansas Valley Drive, Suite 201 Little Rock, Arkansas 72212 Phone : 1-800-844-3216 Email : mail@arkbroadcasters.org(Career Services) angie@arkbroadcasters.org(Angie Robenson) Fax : 1---	Y	0
5	Arkansas Department of Workforce Services P.O. Box 1205 2143 West 6th St. Fayetteville, Arkansas Phone : 479-587-3063 Url : http://www.arkansas.gov Email : rick.reed@arkansas.gov Fax : 1-479-521-1595 Rick Reed	Y	0
6	Arkansas Tech University, Ozark Campus 1700 Helberg Lane Ozark, Arkansas 72949 Phone : 479 667-2117866-225-2884 Url : http://www.atu.edu/ozark Career Services Manual Posting	Y	0

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7	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
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	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Luke Scanlon Manual Posting	N	0
10	Carl Albert State College 1507 South McKenna Poteau, Oklahoma 74953 Url : http://www.carlalbert.edu Career Services Manual Posting	N	0
11	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
12	Central Baptist College 1501 College Conway, Arkansas 72034 Phone : 501 329-6872 Url : http://www.cbu.edu Email : jriddle@cbc.edu Fax : 1-501-329-2941 Jeff Riddle	N	0

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13	Cherokee Nation of Oklahoma P.O. Box 948 Sallisaw, Oklahoma 74955 Phone : 918-775-6226 Url : http://www.cherokee.org Email : personnel@cherokee.org Faye Baird	N	0
14	Chickasaw Nation of Oklahoma Employment & Training Dept. P.O. Box 1548 Ada, Oklahoma 74821 Phone : 405-436-2603 Url : http://www.chickasaw.net Email : darrell.walker@chickasaw.net Fax : 1-580-310-6458 Darrell Walker	N	0
15	Community Support Center 315 West Olive Street Rogers, Arkansas 72756 Url : http://www.rogersarkansas.com/communitysupport Cesar Aguilar Manual Posting	Y	0
16	Crawford/Sebastian Community Action Agency P.O. Box 4069 Fort Smith, Arkansas 72914 Phone : 479-782-2303 Url : http://cscdc Mark Whitmer Manual Posting	N	0
17	Department of Workforce Services P.O. Box 1987 Fort Smith, Arkansas Phone : 479-424-3412 Email : david.reamy@arkansas.gov Fax : 1-479-783-2132 David Reamy	Y	0
18	Digital Operating Center 720 Boush Street Norfolk, Virginia 23510 Phone : 757-446-1306 Email : alex.clarke@ltdvdoc.com Alex Clarke	Y	0

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19	Drury University 900 North Benton Avenue, Bay Hall, 148 Springfield, Missouri 65802 Phone : 417-873-7284 Toll Free: 1 Url : http://www.collegecentral.com/du/ Email : career@drury.edu Career Services	N	0
20	Employee Referral	N	7
21	Fayetteville Employment Security Dept. P.O. Box 1205 Fayetteville, Arkansas Phone : 501-521-5730 Sam Pack Manual Posting	N	0
22	Harding University 915 East Market Avenue Garrison Center, Room L221A Searcy, Arkansas 72149 Phone : 501-279-4454 Email : careercenter@harding.edu (Career Services) ksherman@harding.edu (Kay Ellen Sherman) Fax : 1---	Y	0
23	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
24	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

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25	Henderson State UniversityCenter for Career Development 1100 Henderson Street, Box 7722 Arkadelphia, Arkansas 71923 Phone : 870-230-5442 Url : http://www.hsu.edu Email : career@hsu.edu Sheri Phillips	Y	0
26	Hendrix College Office of Career Services 1600 Washington Avenue Conway, Arkansas 72032 Phone : 501-450-1416 800-277-9017 Email : careerservices@hendrix.edu Fax : 1-479-450-1260 Career Services	N	0
27	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
28	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	2
29	Internal Candidate	N	15
30	Internal Transfer/Promotion	N	2
31	ITT Technical Institute 4520 South University Little Rock, Arkansas 72204 Phone : 800-359-4429 501-565-5550 Email : prydell@itt-tech.edu Career Services	N	0

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32	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
33	John Brown University Career Development Center 2000 West University St. Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Url : http://www.jbu.edu Email : cdc@jbu.edu Fax : 1-479-524-7221 Chris Confer	Y	0
34	KDRV-TV 100 East Speer Blvd. Denver, Colorado 80203 Phone : 303-566-7658 Url : http://www.kdrv.com Email : mercedes.romero@kdvr.com Fax : 1-303-566-2954 Mercedes Romero	N	0
35	KFOR-TV/KAUT-TV 444 East Britton Road Oklahoma City, Oklahoma 73114 Phone : 405-424-4444 Url : http://www.kfor.com Email : jobs@kfor.com Shannon Gottschalk	N	0
36	KFSM-TV P.O. Box 369 Fort Smith, Arkansas 72902 Phone : 479-783-3131 Url : http://www.kfsm.com Email : debby.etz Korn@kfsm.com Fax : 1-479-783-3295 Debby Etzkorn	N	0

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37	KFSM-TV P.O. Box 369 Fort Smith, Arkansas 72902 Phone : 479-783-3131 Url : http://www.kfsm.com Email : patty.jewell@kfsm.com Fax : 1-479-783-3295 Patty Jewell	N	0
38	KFSM-TV P.O. Box 369 Fort Smith, Arkansas 72902 Phone : 479-783-3131 Url : http://www.kfsm.com Email : van.comer@kfsm.com Fax : 1-479-783-3295 Van Comer	N	0
39	KFSM-TV P.O. Box 369 Fort Smith, Arkansas 72902 Phone : 479-785-5054 Url : http://www.kfsm.com Email : eileen.mazurkiewicz@kfsm.com Fax : 1-479-783-3295 Eileen Mazurkiewicz	N	4
40	kfsm.com P.O. Box 369 Fort Smith, Arkansas 72902 Phone : 479-783-3131 Url : www.kfsm.com Debby Etzkorn Manual Posting	N	0
41	KSTU-TV 5020 W Amelia Earhart Dr. Salt Lake City, Utah 84116 Phone : 801-536-1391 Url : http://www.fox13now.com Email : janet.gray@fox13now.com Fax : 1-801-536-1379 Janet Gray	N	0

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42	KTVI-TV/KPLR-TV 2250 Ball Drive St. Louis, Missouri 63146 Phone : 314-213-7419 Url : http://www.fox2now.com Email : vincent.strauss@tvstl.com Vincent Strauss	N	0
43	League Of United Latin American Citizens P.O. Box 55103 Little Rock, Arkansas 72215 Phone : 501-219-2460 Url : http://www.lulac.org Email : cratesinc@aristotle.net Carlos Scerfantes	N	0
44	Lyon College P. O. Box 2317 Batesville, Arkansas 72503 Phone : 870-307-7228 Url : http://www.lyon.edu Email : vicki.webb@lyon.edu Career Services	Y	0
45	Marketing Ideanet 602 Communications Charlotte, North Carolina 28277 Phone : 704-543-1426 Url : http://www.602communications.com Email : slizik@602communications.com Fax : 1-407-540-9336 Sandy Lizik	Y	0
46	MediaLine P. O. Box 51909 Pacific Grove, California 93950 Phone : 800 237-8037 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	Y	0

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47	Metropolitan Career & Technical Center 7701 Scot Hamilton Drive Little Rock, Arkansas 72209 Phone : 501-447-1200 Url : http://lrsdorg.nexpoint.net/pics/metro/metro1/ Email : michael.peterson@lrsd.org Fax : 1-501-447-1201 Michael Peterson	N	0
48	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
49	National Park Community College 101 College Drive Hot Springs, Arkansas 71913 Phone : 501-760-4246 Url : http://www.npcc.edu Email : mwurm@npcc.edu M. K. Wurm	N	0
50	Northwest Arkansas Business Journal, Arkansas Business.com 122 E. Second Street Little Rock, Arkansas 72201 Phone : 501-372-1443 Url : http://www.arkansasbusiness.com Career Services Manual Posting	Y	0
51	Northwest Arkansas Community College One College Drive Bentonville, Arkansas 72712 Phone : 479-636-9222 800-995-6922 Url : http://www.nwacc.edu Email : askcareerservices@nwacc.edu Career Services	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
52	Northwest Arkansas LULAC Council 754 P.O Box 218 Rogers, Arkansas Phone : 479 544-9174 Url : http://www.lulac.org Ana Lorena Hart Manual Posting	N	0
53	Oklahoma Association of Broadcasters 6520 North Western, Ste. 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : http://www.oabok.org Career Services Manual Posting	N	0
54	Oklahoma State Employment, Sallisaw Ctr. 401 West Houser Sallisaw, Oklahoma 74955 Phone : 918-775-5541 Johnny Blakey Manual Posting	N	0
55	Oklahoma State University Career Services 360 Student Union Stillwater, Oklahoma 74078 Phone : 1-888-678-4473 Url : http://www.okstate.edu Email : careers@okstate.edu Fax : 1-405-744-8737 Brian Ahern	N	0
56	Oral Roberts University 7777 South Lewis Avenue Tulsa, Oklahoma 74171 Phone : 918-495-6912 Url : http://www.oru.edu Email : careers@oru.edu Career Services	Y	0
57	Other Source	N	5

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58	Ouachita Baptist University Evans Student Center, Room 135 P.O. Box 3772 Arkadelphia, Arkansas 71998 Phone : 870-245-5410 Url : http://www.obu.edu Email : careerservices@obu.edu LaDonna Ritter	Y	0
59	Philander Smith College 900 West Daisy Bates Drive Cox Administration Building Little Rock, Arkansas 72202 Phone : 501-375-9845 Url : http://www.philander.edu Email : ubalvin@philander.edu Fax : 1-501-975-8560 Alvin Anglin	N	0
60	Philander 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
61	Staffmark 4300 Rogers Avenue, Suite 14 Fort Smith, Arkansas 72903 Phone : 479-452-1078 Career Services Manual Posting	Y	0
62	Talent Dynamics 600 Las Colinas Blvd., Suite 100 Irving, Texas 75039 Phone : 214 630-9590 Url : http://www.talentedynamics.com Email : connell@talentedynamics.com Fax : 1-214-951-9610 Career Services	Y	0
63	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	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
64	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	40
65	TV Jobs.com P. O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com (Career Services) markch@tvjobs.com (Mark Holloway) Fax : 1-760-754-2115	Y	0
66	University of Arkansas Arkansas Union, #6071 University of Arkansas Fayetteville, Arkansas Phone : 479-575-2804 Url : http://www.career.uark.edu Email : recruit@uark.edu Fax : 1-479-575-6742 Susan Pospisil	Y	0
67	University of Arkansas at Little Rock Counseling & Career Planning 2801 South University Little Rock, Arkansas 72204 Phone : 501-569-3185 Url : http://www.ualr.edu Email : recruit@ualr.edu Career Services	N	0
68	University of Arkansas at Little Rock Radio, TV, & Film Dept. 2801 South University Little Rock, Arkansas 72204 Url : http://www.ualr.edu/masscomm Dr. Lynn Wahl-Wilson Manual Posting	N	0
69	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
70	University of Arkansas, Lemke Department of Journalism Fayetteville, Arkansas 72701 Phone : 479-575-5216 Url : http://www.uark.edu Email : dcarpent@uark.edu Dale Carpenter	Y	0
71	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
72	University of Central Arkansas P.O. Box 4837 Conway, Arkansas 72035 Kathy Clayborn Manual Posting	N	0
73	University of Missouri Journalism Career Center280-D Gannett Hall Columbia, Missouri Phone : 573-882-1957 Url : http://missouri.edu Email : WillisB@missouri.edu Fax : 1-573-884-1841 Barbara Willis	N	0
74	University of the Ozarks 415 North College Avenue, Robson 106 Clarksville, Arkansas 72830 Phone : 479-979-1320 Email : careers@ozarks.edu (Career Services) Fax : 1-479-979-1477	Y	0
75	Unknown Referral Source	N	14
76	WDAF-TV 3030 Summit Street, Signal Hill Kansas City, Missouri 64108 Phone : 816-753-4567 Url : http://www.fox4kc.com Email : thermal.stewart@wdaftv4.com Fax : 1-816-932-9202 Thermal Stewart	N	0

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77	WHNT-TV 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 256-533-1919 Url : http://www.whnt.com Email : stan.pylant@whnt.com Fax : 1-256-535-9300 Stan Pylant	N	0
78	WHNT-TV 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 256-533-1919 Url : http://www.whnt.com Email : nonda.sloan@whnt.com Fax : 1-256-534-2529 Nonda Sloan	N	0
79	WHNT-TV 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 256-533-1919 Url : http://www.whnt.com Email : deanna.medley@whnt.com Deanna Medley	N	0
80	WHO-TV 1801 Grand Avenue Des Moines, Iowa 50309 Phone : 515-242-3500 Url : http://www.whotv.com Email : dale.woods@whotv.com Fax : 1-515-242-3792 Dale Woods	N	0
81	WHO-TV 1801 Grand Avenue Des Moines, Iowa 50309 Phone : 515-242-3500 Url : http://www.whotv.com Email : mary.phares@whotv.com Mary Phares	N	0

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82	WHO-TV 1801 Grand Avenue Des Moines, Iowa 50309 Phone : 515-242-3500 Url : http://www.whotv.com Email : rebecca.jess@whotv.com Fax : 1-515-242-3743 Rebecca Jess	N	0
83	WITI-TV 9001 North Green Bay Rd. Milwaukee, Wisconsin Phone : 414-355-6666 Url : http://www.fox6now.com Email : julie.bednarek@fox6now.com Julie Bednarek	N	0
84	WJW-TV 5800 S Marginal Rd. Cleveland, Ohio 44103 Phone : 216-431-8888 Url : http://www.fox8.com Email : susan.pace@fox8.com Fax : 1-216-432-4239 Susan Pace	N	0
85	WNEP-TV 16 Montage Mountain Rd. Moosic, Pennsylvania 18507 Phone : 570-346-7474 Url : http://www.wnep.com Email : chuck.morgan@wnep.com Fax : 1-570-207-2421 Chuck Morgan	N	0
86	WNEP-TV 16 Montage Mountain Rd. Moosic, Pennsylvania 18507 Phone : 570-346-7474 Url : http://www.wnep.com Email : Debbie.Cholko@WNEP.com Debbie Cholko	N	0

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87	WQAD-TV 3003 Park 16th Street Moline, Illinois 61265 Phone : 309-764-8888 Url : http://www.wqad.com Email : molly.mayfield@wqad.com Fax : 1-309-764-5763 Molly Mayfield	N	0
88	WREG-TV 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 901-543-2153 Url : http://www.wreg.com Email : ron.walter@wreg.com Fax : 1-901-543-2198 Peggy Fryer	N	0
89	WREG-TV 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 901-543-2333 Url : http://www.wreg.com Email : eeo@WREG.com Fax : 1-901-543-2350 Tracey Whitaker	N	0
90	WTKR-TV 720 Boush Street Norfolk, Virginia 23510 Phone : 757-446-1000 Url : http://www.wtkr.com Email : pamela.weaver@WTKR.com Fax : 1-757-626-1048 Pam Weaver	N	0
91	WTVR-TV 3301 West Broad Street Richmond, Virginia 23230 Phone : 804-254-3683 Url : http://www.wtvr.com Email : bmuoio@wtvr.com Fax : 1-804-355-7624 Betty Muoio	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			89

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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	2/9/2016	Participation in Job Fairs	News Director and Creative Services Director attended the Media, Communication and Design Career Fair held at the University of Arkansas in Fayetteville. They were able to talk to journalism and communication students about entry level positions in broadcasting.	2	News Director Creative Services Director
2	2/11/2016	Participation in events or programs sponsored by educational institutions	University of Arkansas Fort Smith students toured the station and talked to several KFSM/KXNW employees about a career in broadcasting. The students also talked with employees about the writing process for news stories and how news stories are put together for a newscast.	4	Creative Services Director Anchor Sr. Meteorologist Anchor/Reporter
3	2/18/2016	Participation in events or programs sponsored by educational institutions	A 7th grade student from Charleston was a job shadow with Executive Producer.	1	Executive Producer
4	2/18/2016	Participation in events or programs sponsored by educational institutions	Anchor took part in Career Day at Fairview Elementary School in Fort Smith.	1	Anchor
5	2/23/2016	Participation in Job Fairs	KFSM/KXNW was a sponsor of the Arkansas Tech University All Majors Career Fair in Russellville. News Director and Creative Services Director attended the Career Fair and talked to students about a career in broadcasting.	2	Creative Services Director News Director
6	3/1/2016	Participation in events or programs sponsored by educational institutions	Anchor read to students at Beard Elementary School.	1	Anchor
7	3/2/2016	Participation in events or programs sponsored by educational institutions	Anchor read at Booneville Elementary School and Euper Lane Elementary Schools in Fort Smith.	1	Anchor

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	3/16/2016	Provision of training to management	Managers and working supervisors were trained on the importance of documenting employee performance accurately and fairly. Training discussed how to communicate expectations, how to document observed behaviors, and how to hold employees accountable for their performance. Training also discussed the station's policy against discrimination and harassment and discussed the importance of assessing performance without regard to protected employee characteristics; i.e. race, gender, religion, national origin, disability, etc.	15	Chief Meteorologist Creative Services Director News Director Assitant News Director
9	4/9/2016	Participation in events sponsored by community groups	Chief Meteorologist was part of Weather Fest at the Fayetteville Public Library. He talked to visitors and did experiments as part of the Young Meteorologist Program.	1	Chief Meteorologist
10	4/14/2016	Participation in events or programs sponsored by educational institutions	Creative Services Director attended the Networking event at Lavaca High School. He spoke with five groups in the morning about working in TV, what it takes to get a job in the industry, the things he looks for when hiring, and what they can do now to help further their career aspirations.	1	Creative Services Director
11	4/29/2016	Participation in events or programs sponsored by educational institutions	Chief Photographer had a couple of Journalism students from NWA Community College as job shadows. He taught them about doing stories for television and helped them on their assigned project.	1	Chief Photographer
12	5/5/2016	Participation in Job Fairs	Anchor represented KFSM at a Career Fair for Women hosted by the Zonta Club of Fort Smith.	1	Anchor
13	5/6/2016	Co Sponsoring Job Fair	KFSM/KXNW was a sponsor and participant in the Fort Smith Regional Chamber of Business Expo & Job Fair which was an opportunity for members to showcase their business, products, services and employment opportunities to the community. KFSM/KXNW had a booth and talked to visitors about different job openings at the station.	1	Creative Services Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	5/11/2016	Participation in events or programs sponsored by educational institutions	News Anchor took part in Beard Elementary School Career Day.	1	Anchor
15	5/18/2016	Participation in events or programs sponsored by educational institutions	Chief Photographer took a group of special education students from Bentonville schools on a tour of our Northwest station.	1	Chief Photographer
16	6/1/2016	Participation in events or programs sponsored by educational institutions	A junior meteorology student from Valparaiso University was an observer with the weather department.	2	Chief Meteorologist Meteorologist
17	6/18/2016	Participation in events or programs sponsored by educational institutions	A homeschool student was job shadow for a day with the Chief Meteorologist.	1	Chief Meteorologist
18	6/27/2016	Participation in events or programs sponsored by educational institutions	The Chief Meteorologist spoke to 40 kids from the LeFlore County 4-H at the Poteau library about the weather.	1	Chief Meteorologist
19	9/15/2016	Participation in events or programs sponsored by educational institutions	The Creative Services Director read a book about the constitution to 2nd & 3rd grade classes at Bonneville Elementary School. This was part of the American Democracy Project at University of Arkansas Fort Smith for a Constitution Week program in all Fort Smith elementary schools. The program focused on 2nd and 3rd graders, and included a reading and showing a video (from YouTube) to each class. The class kept the book following the reading and each child received a book mark. This program reached over 2,000 students in the Fort Smith School District. Kids, Issue	1	Creative Services Director
20	9/16/2016	Participation in events or programs sponsored by educational institutions	The Creative Services Team spoke to University of Arkansas Fort Smith students at the TV Broadcasting for Seniors Seminar. They gave students tips on their first job and talked about life after college.	3	Media Coordinator Producer Creative Services Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	9/21/2016	Provision of training to management	Employees attended a Respectful Workplace Workshop which started with a discussion of the minimum requirements of anti-harassment and EEOC law, along with our organization's policies preventing harassment at work on the basis of all the protected characteristics including sex, race, age, religion, national origin, disability, and sexual orientation. The workshop covered topics such as: the causes of harassment, discrimination, retaliation and workplace bullying; why most harassment and disrespect are unintentional; the legal definition of harassment, discrimination and retaliation; legal remedies available to victims; how to communicate boundaries and listen to others with respect; guidelines for creating a respectful workplace; and company policies and procedures.	100	All Employees
22	10/5/2016	Co Sponsoring Job Fair	KFSM & KXNW were sponsors of the Northwest Arkansas Fall Job Fair held at the Frisco Station Mall in Rogers. (No booth; just a sponsorship)	0	
23	10/24/2016	Participation in events or programs sponsored by educational institutions	An 8th grade Alma Middle High student was a job shadow with a Sports Reporter. They went over the basics of the TV business and what it is like to be a reporter.	1	Sports Anchor/Reporter
24	10/26/2016	Participation in events or programs sponsored by educational institutions	The Assistant News Director spoke to a Broadcast Journalism class at the University of Arkansas about working in television and what type of education they need. There were 11 students in the class and their instructor was Tiffany King.	1	Assistant News Director
25	11/1/2016	Participation in events or programs sponsored by educational institutions	News Anchor took part in Fort Smith Schools Career Day, a day-long event for all 9th graders held at the Fort Smith Convention Center.	1	Anchor
26	11/2/2016	Participation in events or programs sponsored by educational institutions	A Reporter/Anchor talked with a student from the Future School Student about pursuing a career in journalism.	1	Anchor/Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
27	11/16/2016	Participation in events or programs sponsored by educational institutions	A News Anchor took part in Career Day at Northside High School in Fort Smith.	1	Anchor
28	12/16/2016	Participation in events or programs sponsored by educational institutions	A student from Carl Albert College in Poteau, Oklahoma, was a job shadow with the Chief Meteorologist Garrett.	1	Chief Meteorologist