

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

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
Account Executive (2 Positions)	2-5, 7-8, 5, 10, 12-18, 20-32, 37, 41-47, 45, 48-55, 57-70, 72, 75-83, 85-104	20
Account Executive (2 Positions)	2-5, 7-8, 5, 10, 12-18, 20-32, 37, 41-47, 45, 48-55, 57-70, 72, 75-83, 85-104	24
Photographer	2, 4-5, 8, 5, 10, 12, 14, 16-18, 21-23, 25, 27-32, 37, 41-47, 45, 48-55, 57, 59-65, 67-73, 75-83, 85-86, 88-104	73
Anchor/Reporter	2-5, 8, 5, 10, 12-14, 16-18, 21-23, 25, 27-32, 40-47, 45, 48-55, 57, 59-70, 72, 74-83, 85-86, 88-104	40
Assignment Manager	2-5, 8, 5, 10, 12-14, 16-18, 21-23, 25, 27-32, 39, 41-47, 45, 48-55, 57, 59-72, 75-83, 85-86, 88-104	66
Executive Producer	2-5, 8, 5, 10, 12-14, 16-18, 21-23, 25, 27-32, 37-38, 41-47, 45, 48-55, 57, 59-65, 67-72, 75-83, 85-86, 88-104	71
Anchor/Reporter	2-5, 8, 5, 10, 12-14, 16-18, 21-23, 25, 27-32, 40-47, 45, 48-55, 57, 59-70, 72, 74-83, 85-86, 88-104	74
Promotion Producer	3-5, 10, 12-14, 16, 19, 21-23, 27-32, 37-38, 41-47, 45, 48-55, 57, 59-60, 64-65, 67-69, 72, 75-77, 79-81, 83, 85-86, 88-104	19

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

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Promotion Producer	2, 4-5, 8, 5, 10, 12-14, 16-18, 21-23, 25, 27-32, 34, 38, 41-47, 45, 48-54, 57, 59-70, 72, 75-83, 85-86, 88-104	34
Photographer	2, 4-5, 8, 5, 10, 12-14, 16-18, 21-25, 27-32, 38, 41-47, 45, 48-54, 57, 59-70, 72, 75-83, 85-86, 88-104	66
Receptionist	2, 4-5, 8, 5, 12-14, 16-19, 21-25, 27-32, 38, 41-47, 45, 48-54, 57, 59-65, 67-70, 72, 74-83, 85-86, 88-104	74
Morning Anchor	2-5, 8, 5, 10, 12-14, 16-18, 21-23, 25, 27-32, 35, 38, 41-47, 45, 48-54, 57, 59-65, 67-70, 72, 74-83, 85-86, 88-104	74
Multi Media Journalist	2, 4-5, 8, 5, 10, 12-14, 16-18, 21-23, 25, 27-32, 38, 41-47, 45, 48-54, 57, 59-65, 67-70, 72, 74-83, 85-86, 88-97, 99-104	74
Assistant News Director	2, 4-5, 8, 5, 10, 12-14, 16-18, 21-23, 25-32, 38, 41-47, 45, 48-54, 57, 59-65, 67-70, 72, 74-83, 85-86, 88-97, 99-104	26
Digital Content Producer	2-5, 8, 5, 10, 12-14, 16-18, 21-23, 25, 27-32, 41-47, 45, 48-54, 57, 59-65, 67-70, 72, 74-83, 85-86, 88-97, 99-104	74
Executive Producer	2-5, 8, 5, 10, 12-14, 16-18, 21-23, 25, 27-32, 36, 41-47, 45, 48-54, 57, 59-65, 67-70, 72, 74-83, 85-86, 88-97, 99-104	36
Photographer	2-5, 8, 5, 10-14, 16-18, 21-25, 27-33, 35, 39, 41-47, 45, 48-54, 56-57, 59-65, 67-70, 72-83, 85-86, 88-97, 99-104	39
Multimedia Reporter	2-6, 8, 5, 10-14, 16-18, 21-25, 27-33, 35, 38, 41-47, 45, 48-54, 56-57, 59-65, 67-70, 72-83, 85-86, 88-97, 99-101, 103-104	35
Anchor/Reporter	2-6, 8, 5, 10-14, 16-18, 21-23, 25, 27, 29-33, 38, 41-47, 45, 48-54, 56-57, 59-65, 67-70, 72-83, 85-86, 88-97, 99-101, 103-104	74
Anchor/Reporter	2-6, 8, 5, 10-14, 16-18, 21-23, 25, 27, 29-33, 38, 41-47, 45, 48-54, 56-57, 59-65, 67-70, 72-83, 85-86, 88-97, 99-101, 103-104	74
Photographer	2-6, 8, 5, 10-14, 16-18, 21-25, 27-33, 35, 38, 41-47, 45, 48-54, 56-57, 59-70, 72-86, 88-97, 99-101, 103-104	24

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

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Producer	2-6, 8, 5, 10-14, 16-18, 21-25, 27, 29-33, 41-42, 44-45, 47, 45, 48-54, 56-57, 59-65, 67-70, 72-83, 85	74
Asst, Traffic	1-2, 4-6, 8, 5, 10-14, 16-18, 21-25, 27-33, 35-36, 41-42, 45-47, 45, 51-54, 56-57, 59-65, 67-70, 72-83, 85	36
Topical Promotion Producer	2, 4-6, 8, 5, 10-14, 16-18, 21-23, 25, 27-33, 35-36, 38, 41-42, 45-47, 45, 51-54, 56, 59-65, 67-70, 72-83, 85	36

KFSM, KXNW
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	Agency Referral	N	1
2	American Indian Center of Arkansas 1100 North University Avenue, #143 Little Rock, Arkansas Paul Austin Manual Posting	Y	0
3	Arkansas Baptist College 1600 Bishop Street Little Rock, Arkansas 72202 Phone : 501-374-6137 Alma Valley	N	0
4	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
5	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
6	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
7	Arkansas State University Career Services Center P.O. Box 2490 State University, Arkansas 72467 Phone : 870-972-3025 Url : http://www.astate.edu Email : carolyne@astate.edu Fax : 1-870-972-2783 Carolyn Edwards	Y	0

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

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8	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
9	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
10	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
11	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
12	Carl Albert State College 1507 South McKenna Poteau, Oklahoma 74953 Url : http://www.carlalbert.edu Career Services Manual Posting	N	0
13	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

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

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14	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
15	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
16	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
17	Community Support Center 315 West Olive Street Rogers, Arkansas 72756 Url : http://www.rogersarkansas.com/communitysupport Cesar Aguilar Manual Posting	Y	0
18	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
19	Current Employee	N	3
20	Current Employee/Internal Promotion	N	1

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

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21	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
22	Digital Operating Center 720 Boush Street Norfolk, Virginia 23510 Phone : 757-446-1306 Email : alex.clarke@ltdoc.com Alex Clarke	Y	0
23	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
24	Employee Referral	N	11
25	Fayetteville Employment Security Dept. P.O. Box 1205 Fayetteville, Arkansas Phone : 501-521-5730 Sam Pack Manual Posting	N	0
26	Former Employee	N	3
27	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

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

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28	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
29	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
30	Henderson State University Center 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
31	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
32	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

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

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33	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	0
34	Internal Candidate	N	1
35	Internal Posting	N	12
36	Internal Transfer/Promotion	N	3
37	Internet Ad	N	12
38	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
39	Job Fair	N	3
40	Job posting on internet	N	3
41	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
42	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

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

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43	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
44	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
45	KFSM-TV P.O. Box 369 Fort Smith, Arkansas 72902 Phone : 479-783-3131 Email : debby.etzkorn@kfsm.com (Debby Etzkorn) eileen.mazurkiewicz@kfsm.com (Eileen Mazurkiewicz) Fax : 1-479-783-3295	N	0
46	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
47	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

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

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48	kfsm.com P.O. Box 369 Fort Smith, Arkansas 72902 Phone : 479-783-3131 Url : www.kfsm.com Debby Etzkorn Manual Posting	N	0
49	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
50	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
51	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
52	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

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

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53	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
54	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
55	National Assoc. of Black College Broadcasters P. O. Box 3191 Atlanta, Georgia 30302 Phone : 404 523-6136 Url : http://www.blackcollegeradio.com Email : bcrmail@blackcollegeradio.com Fax : 1-404-523-5467 Ken Jelks	N	0
56	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
57	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
58	Non-Employee Referral	N	1

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

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59	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
60	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
61	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
62	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
63	Oklahoma State Employment, Sallisaw Ctr. 401 West Houser Sallisaw, Oklahoma 74955 Phone : 918-775-5541 Johnny Blakey Manual Posting	N	0

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

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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64	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
65	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
66	Other Source	N	7
67	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
68	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
69	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

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

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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70	Staffmark 4300 Rogers Avenue, Suite 14 Fort Smith, Arkansas 72903 Phone : 479-452-1078 Career Services Manual Posting	Y	0
71	Station Website	N	4
72	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
73	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	1
74	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	31
75	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

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

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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76	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
77	University of Arkansas at Little Rock Counseling & Career Planning 2801 South University Little Rock, Arkansas 72204 Phone : 501-569-3185 Url : http://www.uarl.edu Email : recruit@ualr.edu Career Services	N	0
78	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
79	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
80	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
81	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

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

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82	University of Central Arkansas P.O. Box 4837 Conway, Arkansas 72035 Kathy Clayborn Manual Posting	N	0
83	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
84	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
85	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
86	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
87	WGHP-TV 2005 Francis Street High Point, North Carolina 27263 Phone : 336-841-8888 Url : http://www.myfox8.com Email : Twilkins@wghe.com Fax : 1-336-841-8812 T'Kia Wilkins	N	0

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

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88	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
89	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
90	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
91	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
92	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

KFSM, KXNW
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
93	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
94	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
95	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
96	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
97	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

KFSM, KXNW
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
98	WQAD-TV 3003 Park 16th Street Moline, Illinois 61265 Phone : 309-764-8888 Url : http://www.wqad.com Email : larry.rosmilso@wqad.com Fax : 1-309-764-5763 Larry Rosmilso	N	0
99	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
100	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
101	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
102	WTKR-TV 720 Boush Street Norfolk, Virginia 23510 Phone : 757-446-1000 Url : http://www.wtkr.com Email : jeff.hoffman@wtkr.com Fax : 1-757-446-1303 Jeff Hoffman	N	0

KFSM, KXNW
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
103	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
104	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:			97

KFSM, KXNW
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	2/9/2015	Participation in other activities designed by the station employment unit	A student from Van Buren Freshman Academy was a job shadow with Chief Meteorologist Garrett Lewis.	1	Chief Meteorologist
2	2/19/2015	Participation in events or programs sponsored by educational institutions	Anchor Daren Bobb took part in the Fairview Elementary School Career Day in Fort Smith.	1	Anchor
3	3/6/2015	Participation in other activities designed by the station employment unit	A student from the University of Arkansas in Fayetteville was a job shadow in the Fort Smith news department. The student was later employed by KFSM.	2	Producer Producer
4	3/9/2015	Participation in events or programs sponsored by educational institutions	Creative Services Director Dave Shelly was guest speaker at the Electronic Script Writing class at University of Arkansas Fort Smith. He talked about how to write for television and about careers at KFSM.	1	Creative Services Director
5	3/19/2015	Participation in events or programs sponsored by educational institutions	Account Executive, Terry Ponomar, spoke to the Communications Class at Northwest Arkansas Community College about ethics in advertising sales and compared and contrasted mass media.	1	Account Executive
6	4/1/2015	Participation in events or programs sponsored by educational institutions	Anchor Daren Bobb took part in the Development of Journalism program at University of Arkansas Fort Smith.	1	Anchor
7	4/2/2015	Participation in other activities designed by the station employment unit	A communications student from the University of Arkansas in Fayetteville was a job shadow with Executive Producer Amanda Hale and Producers Matt Hager and Chaine Bartlett.	3	Executive Producer Producer Producer
8	4/7/2015	Co Sponsoring Job Fair	KFSM/KXNW was a media sponsor of the University of Arkansas Media and Communications Job Fair. This job fair is intended for students with these majors: advertising and public relations, art studio, broadcast radio and TV, communication, creative writing, English, and theater. We also had a booth at the job fair.	2	News Director Creative Services Director

KFSM, KXNW
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
9	4/7/2015	Participation in other activities designed by the station employment unit	A communications student from the University of Arkansas in Fayetteville was a job shadow with Executive Producer Amanda Hale and Producers Matt Hager and Chainee Bartlett.	3	Executive Producer Producer Producer
10	4/9/2015	Participation in other activities designed by the station employment unit	A communications student from the University of Arkansas in Fayetteville was a job shadow with Executive Producer Amanda Hale and Producers Matt Hager and Chainee Bartlett.	3	Executive Producer Producer Producer
11	5/1/2015	Co Sponsoring Job Fair	KFSM/KXNW was a sponsor and participant in the Fort Smith Regional 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
12	6/19/2015	Participation in other activities designed by the station employment unit	Creative Services Director Dave Shelly conducted a tour of the station and studio for a group of students who were participating in the 3D Animation Camp from University of Arkansas Fort Smith.	1	Creative Services Director
13	6/24/2015	Participation in other activities designed by the station employment unit	A media communications major at UAFS was a job shadow with Anchor Daren Bobb.	1	Anchor
14	7/12/2015	Participation in other activities designed by the station employment unit	A high school senior from Oak Christian School in California was a job shadow with our Sports Anchor for one week. The student, who was really into sports, felt shadowing someone in the sports department would help him decide if journalism was the right career for him.	2	Sports Anchor Producer
15	8/4/2015	Participation in other activities designed by the station employment unit	April Baker was a job shadow with Reporter Dillon Thomas. April was later hired as a morning anchor with KFSM/KXNW.	1	Anchor
16	8/6/2015	Participation in Job Fairs	Tribune Media participated in the National Association of Black Journalists National Conference Career fair in Minneapolis, MN from August 6th-August 7th.	7	HR Manager Director, News Projects VP, Operations Corporate Recruiter

KFSM, KXNW
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
17	8/13/2015	Participation in Job Fairs	Tribune Media participated in the Asian American Journalist Association National Conference Career fair in San Francisco, CA from August 12th-August 13th.	7	HR Manager Director, News Projects VP, Operations HR Manager
18	10/7/2015	Co Sponsoring Job Fair	KFSM/KXNW was a sponsor of the Rogers-Lowell Chamber of Commerce Northwest Arkansas Fall Job Fair held in Rogers. This is one of the area's largest and longest running Job Fairs in Arkansas and is free to job seekers. Attendees were encouraged to bring their resumes to hand out to potential employers. Assistant News Director Shanda Sundstrom manned the booth.	1	Assistant News Director
19	10/13/2015	Participation in events or programs sponsored by educational institutions	Anchor Daren Bobb took part in the Fort Smith Public School Career Expo.	1	Anchor
20	10/30/2015	Participation in events or programs sponsored by educational institutions	The iCan Career Expo is a career fair for 9th graders from the Fort Smith area which gives students the opportunity to ask people in various types of jobs questions about their careers. Daren Bobb and Katelynn Zoellner attended.	2	Anchor Anchor
21	11/3/2015	Participation in other activities designed by the station employment unit	A student from Mansfield Middle School was a job shadow with Executive Producer, Chainee Bartlett. The student was very interested in producing and writing and was able to watch a newscast being put together and then watch the newscast from the control room.	1	Executive Producer
22	11/16/2015	Participation in other activities designed by the station employment unit	A student from Lavaca Middle School was a job shadow with Executive Producer, Chainee Bartlett. The student would like to pursue a degree in meteorology and he was super excited to meet with Chief Meteorologist Garrett Lewis. The student was able to watch a newscast being put together and then watch the newscast from the control room.	2	Executive Producer Chief Meteorologist

KFSM, KXNW
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
23	11/17/2015	Participation in other activities designed by the station employment unit	A student from Darby Junior High School in Fort Smith was a job shadow with Executive Producer, Chainee Bartlett. The student said she plans to pursue a career in video editing. She was able to watch a newscast being put together and then watch the newscast from the control room. Darby Jr. High School is our adopted school.	1	Executive Producer
24	11/20/2015	Participation in events or programs sponsored by educational institutions	News Director Bill Cummings and Meteorologist Melissa Hall participated in the 2015 Center for Ethics in Journalism Media Workshop held at the University of Arkansas in Fayetteville which featured a workshop, panel discussions, and group activities. Jeff Marks, general manager of the Roanoke, Virginia, television station that had two reporters shot on-air earlier this year, and Joe Hight, the former Managing Editor and Information/Development Director at the Oklahoman during the Oklahoma City bombing were on the panel. The title of the workshop was Newsrooms Under Pressure: Trauma in Journalism. The focus of the workshop was to train working professionals in the areas of interviewing victims of traumatic events such as crimes or natural disasters and ways to practice emotional care after stories like this are covered.	2	News Director Meteorologist
25	11/27/2015	Participation in other activities designed by the station employment unit	A student from Valparaiso University was a job shadow with Meteorologist Sean Bailey.	1	Meteorologist
26	12/2/2015	Participation in events or programs sponsored by educational institutions	News Director Bill Cummings spoke to the Capstone TV Reporting II Class at the Lemke Department of Journalism at the University of Arkansas in Fayetteville. He talked about a career in television news and about his philosophies at 5NEWS.	1	News Director