

KFSM
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

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
News Photographer #8075	1-8, 10-15, 17-20, 23-44	20
News Photographer #8075	1-8, 10-15, 17-20, 23-44	33
Meteorologist #8241	33	33
Multi-Skilled Journalist #8262	1-3, 5-18, 20, 22-34, 36-37, 40-43	33
Weekend Reporter/Meteorologist	1-3, 5-8, 10-15, 17-18, 20, 23-32, 34, 36-44	6
Account Executive	1, 6, 21, 33	33

KFSM
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

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	1
2	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
3	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
4	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
5	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
6	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	3

KFSM
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

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	Carl Albert State College 1507 South McKenna Poteau, Oklahoma 74953 Url : http://www.carlalbert.edu Career Services Manual Posting	N	0
8	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
9	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
10	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
11	Community Support Center 315 West Olive Street Rogers, Arkansas 72756 Url : http://www.rogersarkansas.com/communitysupport Cesar Aguilar Manual Posting	Y	0
12	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

KFSM
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

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
13	Digital Operating Center 720 Boush Street Norfolk, Virginia 23510 Phone : 757-446-1306 Email : alex.clarke@ltvdoc.com Alex Clarke	Y	0
14	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
15	Fayetteville Employment Security Dept. P.O. Box 1205 Fayetteville, Arkansas Phone : 501-521-5730 Sam Pack Manual Posting	N	0
16	Fort Smith Workforce Development Center P.O. Box 1987 616 Garrison Avenue, Rm. 101 Fort Smith, Arkansas Phone : 479-424-3416 Email : kimberly.s.green@arkansas.gov Fax : 1-479-782-5543 Kimberly Green	N	0
17	Harding University 915 East Market Avenue Garrison Center, Room L221A Searcy, Arkansas 72149 Phone : 501-279-4454 Url : http://www.harding.edu Email : careercenter@harding.edu Career Services	Y	0
18	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

KFSM
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

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
19	Hispanic Women's Organization of Arkansas 922 East Emma P.O. Box 6132 Springdale, Arkansas 72766 Phone : 479-756-8090ext. 131479 Email : hwoa@jcf.jonesnet.org Fax : 1-479-750-7444 n/a n/a	N	0
20	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	1
21	KFSM-TV P.O. Box 369 Fort Smith, Arkansas 72902 Phone : 479-783-3131 Url : http://www.kfsm.com Email : debby.etzkorn@kfsm.com Fax : 1-479-783-3295 Debby Etzkorn	N	0
22	Lyon College P. O. Box 2317 Batesville, Arkansas 72503 Phone : 870-307-7228 Url : http://www.lyon.edu Email : bridgette.hanna@lyon.edu Bridgette Hanna	Y	0
23	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

KFSM
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

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
24	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
25	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
26	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
27	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
28	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

KFSM
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

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
29	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
30	Oklahoma State Employment, Sallisaw Ctr. 401 West Houser Sallisaw, Oklahoma 74955 Phone : 918-775-5541 Johnny Blakey Manual Posting	N	0
31	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
32	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
33	Other Source	N	4
34	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

KFSM
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

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
35	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 : vbowens@philander.edu Fax : 1-501-975-8507 Vernita Bowens	N	0
36	Staffmark 4300 Rogers Avenue, Suite 14 Fort Smith, Arkansas 72903 Phone : 479-452-1078 Career Services Manual Posting	Y	0
37	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
38	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0
39	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	0
40	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
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

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
41	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
42	University of Central Arkansas P.O. Box 4837 Conway, Arkansas 72035 Kathy Clayborn Manual Posting	N	0
43	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
44	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

KFSM
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/4/2019 12:00:00 AM	Establishment of training programs for station personnel	All station employees were to be trained on the use of Kronos, an electronic timekeeping system that allows employees to manage their time and track time off.	4	Creative Director Programming Coordinator Traffic Coordinator News Director
2	10/22/2019 12:00:00 AM	Participation in Job Fairs	On 10/22/19 News Anchor participated in Ft. Smith, AR. schools' Career Expo. Potential applicants were told about the station, job opportunities currently available and the application process.	1	News Anchor
3	10/24/2019 12:00:00 AM	Establishment of training programs for station personnel	Station employees were trained on the use of Basware. Basware is an electronic software that TEGNA utilizes to transact and exchange documents electronically, such as purchase orders and invoices. This software allows stations to manage their vendor data as well as connect and pay partners.	8	General Manager Director of Sales Director of Technology News Director
4	10/28/2019 12:00:00 AM	Participation in other activities designed by the station employment unit	Provided station tour for approximately 20 students from the University of Arkansas. Students were given opportunity to see a professional studio and were introduced to various employees in the newsroom. Students were allowed to ask questions about employees' positions and career path.	2	Creative Director Anchor
5	11/15/2019 12:00:00 AM	Establishment of a mentoring program	An 8th grade student from Mountainburg, AR. job shadowed a station meteorologist. Student had opportunity to put together a weather graphic and practiced on the green screen. Student was able to experience a live weather broadcast on the set.	1	Meteorologist
6	11/28/2019 12:00:00 AM	Participation in other activities designed by the station employment unit	Approximately 20 students from University of Arkansas toured the station, learning about TV production and broadcasting of news.	2	Creative Director Anchor

KFSM
EEO PUBLIC FILE REPORT
September 19, 2019 - January 20, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	12/3/2019 12:00:00 AM	Provision of training to management	On 12/3/19 through 12/5/19 TEGNA hosted a conference/training for station General Managers from across the country in Dallas, TX. General Managers were introduced to the recently acquired TEGNA stations. Discussions and sessions covered various management styles and TEGNA's approach to station management.	1	General Manager
8	12/11/2019 12:00:00 AM	Establishment of training programs for station personnel	Approximately 200 employees across 62 stations are selected to attend the two-day TEGNA Innovation Summit. Guest speakers are invited. Participants come from media stations across the country to brainstorm new content ideas for shows, pilots, audience participation, and to address improvement in working news rooms. Many pilot projects have been launched from ideas generated at the Innovation Summit.	3	News Anchor Photographer Web Content Editor