

**KFSM & KXNW**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2014 - January 31, 2015**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-10, 12-21, 23-25, 27-28, 30-32, 34, 36-44, 46-50, 52-64, 67-73, 75-84, 86-96	56
Morning Meteorologist/Reporter	2-9, 13-14, 16, 18-20, 23-26, 28, 30-32, 34, 36-43, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	26
Weekend Anchor/Reporter	2-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-43, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	40
Editor/Photographer	2-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-43, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	40
Multi-Media Producer	2-5, 7-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-43, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	40
Multi-Media Producer	2-5, 7-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-43, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	40
Multi-Media Producer	2-5, 7-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-43, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	40
Multi-Media Producer	2-5, 7-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-43, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	8
News Reporter	2-5, 7-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-43, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	40
Editor/Photographer	2-5, 7-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-43, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	39
Weekend Anchor/Reporter	2-5, 7-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-42, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	40

Statement of EEO Policy:

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This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KFSM-TV, FORT SMITH, AR and KXNW(TV) EURKEA SPRINGS, AR.

KFSM-TV/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 call 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. 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.

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Reporter	2-5, 7-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-42, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	40
News Reporter	2-5, 7-10, 13-14, 16, 18-20, 23-25, 28, 30-32, 34, 36-42, 46-49, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	39
Account Executive	2-5, 7-10, 13-16, 19-20, 23-25, 28, 30-32, 34-42, 46-49, 53, 58-67, 71, 73, 75-76, 78-80, 82-96	65
Photographer	2-5, 7-10, 13-14, 16, 19-20, 23-25, 28, 30-32, 36-42, 46-49, 51, 53, 58-65, 67, 71, 73, 75-76, 78-80, 82-84, 86-96	39
Photographer	2-4, 7-10, 13-14, 16, 19-20, 22-25, 28, 30-32, 36-42, 46-49, 51, 53, 58-65, 67, 71, 73, 75-76, 78-80, 82-84, 86-96	22
Photographer	2-4, 7-10, 13-14, 16, 19-20, 22-25, 28, 30-32, 36-42, 46-49, 51, 53, 58-65, 67, 71, 73, 75-76, 78-80, 82-84, 86-96	65
Production Assistant, PT	2-4, 7-10, 13-14, 16, 19-20, 22-25, 28, 30-32, 36-42, 46-49, 51, 53, 58-65, 67, 71, 73, 75-76, 78-80, 82-96	22
Sales Assistant/Receptionist	2-4, 7-11, 13-16, 19-20, 22-25, 28-32, 36-42, 46-49, 51, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	11
Producer, Multi-Media	2-4, 7-10, 13-14, 16, 19-20, 22-25, 28, 30-33, 36-42, 46-49, 51, 53, 58-64, 67, 71, 73, 75-76, 78-80, 82-84, 86-96	22
Assignment Manager	2-4, 7-10, 13-14, 16, 19-20, 22-25, 28, 30-33, 36-42, 46-49, 51, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	22
Weekend Reporter/Meteorologist	2-4, 7-10, 13-14, 16, 19-20, 23-25, 28, 30-32, 36-42, 46-49, 51, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	40

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Meteorologist/Reporter	2-4, 7-10, 13-14, 16, 19-20, 22-25, 27-28, 30-32, 36-42, 46-49, 51, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	75
Editor, News	2-4, 7-10, 13-14, 16, 19-20, 23-25, 28, 30-33, 36-42, 46-49, 51, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	33
Editor, News	2-4, 7-10, 13-14, 16, 19-20, 23-25, 28, 30-33, 36-42, 46-49, 51, 53, 58-64, 66-67, 71, 73, 75-76, 78-80, 82-84, 86-96	40
Account Executive	2-4, 7-10, 13-16, 19-20, 23-25, 28, 30-33, 36-42, 46-49, 51, 53, 58-67, 71, 73, 75-76, 78-80, 82-96	33
Producer	72	72
News Director	2-4, 8-10, 13-14, 16, 19-20, 22-25, 27-28, 30-32, 36-42, 46-49, 51, 53, 58-67, 71, 73, 75-76, 78-80, 82-84, 86, 88-96	65
IT Broadcast Engineer	27, 45, 74	27
Editor/Photographer	2-4, 8-10, 13-14, 16, 19-20, 23-25, 28, 30-32, 36-42, 46-49, 51, 53, 58-67, 71, 73, 75-76, 78-80, 82-84, 86, 88-96	40

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American Business Women's Assoc. P.O. Box 636 Roland, Oklahoma 74954 Phone : 918-427-7111 Mary Gazzola Manual Posting	N	0
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 : 501 374-7856 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 Employment Security Dept. P. O. Box 34047 10421 West Markham Street Little Rock, Arkansas 72205 Phone : 501-682-1721 Url : http://www.arkansas.gov Email : dolly.rhodes@arkansas.gov Fax : 1-501-682-7801 Dolly Rhodes	N	0

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7	Arkansas State University Career Services Center P.O. Box 2490 State University, Arkansas 72467 Phone : 870-972-3025 Url : <a href="http://www.astate.edu">http://www.astate.edu</a> Email : <a href="mailto:carolyne@astate.edu">carolyne@astate.edu</a> Fax : 1-870-972-2783 Carolyn Edwards	Y	0
8	Arkansas Tech University 1509 North Boulder Avenue Russellville, Arkansas 72801 Phone : 479 968-0389 Url : <a href="http://www.atu.edu">http://www.atu.edu</a> Career Services Manual Posting	Y	1
9	Arkansas Tech University, Ozark Campus 1700 Helberg Lane Ozark, Arkansas 72949 Phone : 479 667-2117866-225-2884 Url : <a href="http://www.atu.edu/ozark">http://www.atu.edu/ozark</a> Career Services Manual Posting	Y	0
10	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 870-248-4000 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-870-248-4100 Kimberly Bigger	N	0
11	Broadcast 1 Source Website	N	5
12	Business & Professional Women 1110 Bear Track Van Buren, Arkansas 72956 Phone : 479-474-7756 or 479-441-2 Donna Young Manual Posting	N	0
13	Carl Albert State College 1507 South McKenna Poteau, Oklahoma 74953 Url : <a href="http://www.carlalbert.edu">http://www.carlalbert.edu</a> Career Services Manual Posting	N	0

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14	Central Baptist College 1501 College Conway, Arkansas 72034 Phone : 501 329-6872 Url : <a href="http://www.cbu.edu">http://www.cbu.edu</a> Email : <a href="mailto:jriddle@cbc.edu">jriddle@cbc.edu</a> 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 : <a href="http://www.cherokee.org">http://www.cherokee.org</a> Email : <a href="mailto:personnel@cherokee.org">personnel@cherokee.org</a> Faye Baird	N	0
16	Chickasaw Nation of Oklahoma Employment & Training Dept. P.O. Box 1548 Ada, Oklahoma 74821 Phone : 405-436-2603 Url : <a href="http://www.chickasaw.net">http://www.chickasaw.net</a> Email : <a href="mailto:darrell.walker@chickasaw.net">darrell.walker@chickasaw.net</a> Fax : 1-580-310-6458 Darrell Walker	N	0
17	Choctaw Nation, Attn: Personnel 16th & Locust, Box 1210 Durant, Oklahoma 74702 Phone : 405-924-8280 Url : <a href="http://www.choctawnation.com">http://www.choctawnation.com</a> Career Services Manual Posting	N	0
18	Community Service Clearinghouse, Inc. 4420 Wheeler Avenue Fort Smith, Arkansas 72901 Phone : 479-782-5074 Url : <a href="http://www.csclearinghouse.org">http://www.csclearinghouse.org</a> Email : <a href="mailto:sue.robison@csclearinghouse.org">sue.robison@csclearinghouse.org</a> Sue Robison	Y	0

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19	Community Support Center 315 West Olive Street Rogers, Arkansas 72756 Url : <a href="http://www.rogersarkansas.com/communitysupport">http://www.rogersarkansas.com/communitysupport</a> Cesar Aguilar Manual Posting	Y	0
20	Crawford/Sebastian Community Action Agency P.O. Box 4069 Fort Smith, Arkansas 72914 Phone : 479-782-2303 Url : <a href="http://cscdc">http://cscdc</a> Mark Whitmer Manual Posting	N	0
21	Creek Nation of Oklahoma P.O. Box 580 Okmulgee, Oklahoma 74447 Phone : 918-756-3950 Mr. Fredo S. Anderson Manual Posting	N	0
22	Current Employee	N	10
23	Department of Workforce Services P.O. Box 1987 Fort Smith, Arkansas Phone : 479-424-3412 Email : <a href="mailto:david.reamy@arkansas.gov">david.reamy@arkansas.gov</a> Fax : 1-479-783-2132 David Reamy	Y	0
24	Digital Operating Center 720 Boush Street Norfolk, Virginia 23510 Phone : 757-446-1306 Email : <a href="mailto:alex.clarke@ltvdoc.com">alex.clarke@ltvdoc.com</a> Alex Clarke	Y	0
25	Drury University 900 North Benton Avenue, Bay Hall, 148 Springfield, Missouri 65802 Phone : 417-873-7284 Toll Free: 1 Url : <a href="http://www.collegecentral.com/du/">http://www.collegecentral.com/du/</a> Email : <a href="mailto:career@drury.edu">career@drury.edu</a> Career Services	N	0
26	E-mail Inquiry	N	1

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27	Employee Referral	N	4
28	Fayetteville Employment Security Dept. P.O. Box 1205 Fayetteville, Arkansas Phone : 501-521-5730 Sam Pack Manual Posting	N	0
29	Former Employee	N	1
30	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
31	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
32	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
33	Internet Ad	N	9
34	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
35	Job posting on internet	N	1



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36	John Brown University Career Development Center 2000 West University St. Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Url : <a href="http://www.jbu.edu">http://www.jbu.edu</a> Email : <a href="mailto:cdc@jbu.edu">cdc@jbu.edu</a> Fax : 1-479-524-7221 Chris Confer	Y	0
37	KDRV-TV 100 East Speer Blvd. Denver, Colorado 80203 Phone : 303-566-7658 Url : <a href="http://www.kdrv.com">http://www.kdrv.com</a> Email : <a href="mailto:mercedes.romero@kdvr.com">mercedes.romero@kdvr.com</a> Fax : 1-303-566-2954 Mercedes Romero	N	0
38	KFOR-TV/KAUT-TV 444 East Britton Road Oklahoma City, Oklahoma 73114 Phone : 405-424-4444 Url : <a href="http://www.kfor.com">http://www.kfor.com</a> Email : <a href="mailto:jobs@kfor.com">jobs@kfor.com</a> Shannon Gottschalk	N	0
39	KFSM-TV P.O. Box 369 Fort Smith, Arkansas 72902 Phone : 479-783-3131 Email : <a href="mailto:debby.etzkorn@kfsm.com">debby.etzkorn@kfsm.com</a> (Debby Etzkorn) <a href="mailto:patty.jewell@kfsm.com">patty.jewell@kfsm.com</a> (Patty Jewell) <a href="mailto:van.comer@kfsm.com">van.comer@kfsm.com</a> (Van Comer) <a href="mailto:eileen.mazurkiewicz@kfsm.com">eileen.mazurkiewicz@kfsm.com</a> (Eileen Mazurkiewicz) Fax : 1-479-783-3295	N	3
40	kfsm.com P.O. Box 369 Fort Smith, Arkansas 72902 Phone : 479-783-3131 Url : <a href="http://www.kfsm.com">www.kfsm.com</a> Debby Etzkorn Manual Posting	N	44

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41	KSTU-TV 5020 W Amelia Earhart Dr. Salt Lake City, Utah 84116 Phone : 801-536-1391 Url : <a href="http://www.fox13now.com">http://www.fox13now.com</a> Email : <a href="mailto:janet.gray@fox13now.com">janet.gray@fox13now.com</a> Fax : 1-801-536-1379 Janet Gray	N	0
42	KTVI-TV/KPLR-TV 2250 Ball Drive St. Louis, Missouri 63146 Phone : 314-213-7419 Url : <a href="http://www.fox2now.com">http://www.fox2now.com</a> Email : <a href="mailto:vincent.strauss@tvstl.com">vincent.strauss@tvstl.com</a> Vincent Strauss	N	0
43	League Of United Latin American Citizens P.O. Box 55103 Little Rock, Arkansas 72215 Phone : 501-219-2460 Url : <a href="http://www.lulac.org">http://www.lulac.org</a> Email : <a href="mailto:cratesinc@aristotle.net">cratesinc@aristotle.net</a> Carlos Scerfantes	N	0
44	Little Rock Chapter NAACP 1124 Martin Luther King Drive Little Rock, Arkansas Phone : 501-376-7399 Url : <a href="http://littlerocknaacp.com/">http://littlerocknaacp.com/</a> Dale Charles Manual Posting	N	0
45	Local Newspaper	N	1
46	Lyon College P. O. Box 2317 Batesville, Arkansas 72503 Phone : 870-307-7228 Url : <a href="http://www.lyon.edu">http://www.lyon.edu</a> Email : <a href="mailto:vicki.webb@lyon.edu">vicki.webb@lyon.edu</a> Career Services	Y	0

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47	Marketing Ideanet 602 Communications Charlotte, North Carolina 28277 Phone : 704-543-1426 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Fax : 1-407-540-9336 Sandy Lizik	Y	0
48	MediaLine P. O. Box 51909 Pacific Grove, California 93950 Phone : 800 237-8037 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	Y	0
49	Metropolitan Career & Technical Center 7701 Scot Hamilton Drive Little Rock, Arkansas 72209 Phone : 501-447-1200 Url : <a href="http://lrstd.org.nexpoint.net/pics/metro/metro1/">http://lrstd.org.nexpoint.net/pics/metro/metro1/</a> Email : <a href="mailto:michael.peterson@lrstd.org">michael.peterson@lrstd.org</a> Fax : 1-501-447-1201 Michael Peterson	N	0
50	NAACP P. O. Box 9064 Pine Bluff, Arkansas 71611 M. K. Hart Manual Posting	N	0
51	National Assoc. of Black College Broadcasters P. O. Box 3191 Atlanta, Georgia 30302 Phone : 404 523-6136 Url : <a href="http://www.blackcollegeradio.com">http://www.blackcollegeradio.com</a> Email : <a href="mailto:bcrmail@blackcollegeradio.com">bcrmail@blackcollegeradio.com</a> Fax : 1-404-523-5467 Ken Jelks	N	0

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52	National Assoc. of Hispanic Journalists 1050 Connecticut Avenue, NW, 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:nahj@nahj.org">nahj@nahj.org</a> Fax : 1-202-662-7144 Career Center Career Center	N	0
53	National Park Community College 101 College Drive Hot Springs, Arkansas 71913 Phone : 501-760-4246 Url : <a href="http://www.npcc.edu">http://www.npcc.edu</a> Email : <a href="mailto:mwurm@npcc.edu">mwurm@npcc.edu</a> M. K. Wurm	N	0
54	National Society of Black Engineers Bell Engineering Center Fayetteville, Arkansas 72701 Phone : 501-575-6015 Thomas Carter, III Manual Posting	N	0
55	Network of Executive Women P.O. Box 8413 Fort Smith, Arkansas Beth Longest Manual Posting	N	0
56	Non-Employee Referral Frank Sharum	N	2
57	North Arkansas College 1515 Pioneer Drive Harrison, Arkansas 72601 Phone : 870-391-3560 Email : <a href="mailto:chorkey@northark.edu">chorkey@northark.edu</a> Cynthia Horkey, PhD	N	0
58	Northwest Arkansas Business Journal, Arkansas Business.com 122 E. Second Street Little Rock, Arkansas 72201 Phone : 501-372-1443 Url : <a href="http://www.arkansasbusiness.com">http://www.arkansasbusiness.com</a> Career Services Manual Posting	Y	0

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59	Northwest Arkansas Community College One College Drive Bentonville, Arkansas 72712 Phone : 479-636-9222 800-995-6922 Url : <a href="http://www.nwacc.edu">http://www.nwacc.edu</a> Email : <a href="mailto:askcareerservices@nwacc.edu">askcareerservices@nwacc.edu</a> Career Services	N	0
60	Northwest Arkansas LULAC Council 754 P.O Box 218 Rogers, Arkansas Phone : 479 544-9174 Url : <a href="http://www.lulac.org">http://www.lulac.org</a> Ana Lorena Hart Manual Posting	N	0
61	Oklahoma Association of Broadcasters 6520 North Western, Ste. 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : <a href="http://www.oabok.org">http://www.oabok.org</a> Career Services Manual Posting	N	0
62	Oklahoma State Employment, Sallisaw Ctr. 401 West Houser Sallisaw, Oklahoma 74955 Phone : 918-775-5541 Johnny Blakey Manual Posting	N	0
63	Oklahoma State University Career Services 360 Student Union Stillwater, Oklahoma 74078 Phone : 1-888-678-4473 Url : <a href="http://www.okstate.edu">http://www.okstate.edu</a> Email : <a href="mailto:careers@okstate.edu">careers@okstate.edu</a> Fax : 1-405-744-8737 Brian Ahern	N	0
64	Oral Roberts University 7777 South Lewis Avenue Tulsa, Oklahoma 74171 Phone : 918-495-6912 Url : <a href="http://www.oru.edu">http://www.oru.edu</a> Email : <a href="mailto:careers@oru.edu">careers@oru.edu</a> Career Services	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
65	Other Source	N	22
66	Ouachita Baptist University Evans Student Center, Room 135 P.O. Box 3772 Arkadelphia, Arkansas 71998 Phone : 870-245-5410 Url : <a href="http://www.obu.edu">http://www.obu.edu</a> Email : <a href="mailto:careerservices@obu.edu">careerservices@obu.edu</a> LaDonna Ritter	Y	0
67	Philander Smith College 900 West Daisy Bates Drive Cox Administration Building Little Rock, Arkansas 72202 Phone : 501-375-9845 Url : <a href="http://www.philander.edu">http://www.philander.edu</a> Email : <a href="mailto:ubalvin@philander.edu">ubalvin@philander.edu</a> Fax : 1-501-975-8560 Alvin Anglin	N	0
68	Self Referral	N	2
69	Spot-n-Dots 1744 Patriots Way, NW Kennesaw, Georgia 30152 Phone : 888 884-2630 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Email : <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> Fax : 1-607-729-7331 Emily McKay	N	0
70	St. James Baptist Church 4916 High Street Fort Smith, Arkansas Phone : 479-782-5756 Rev. Gary Hinkle Manual Posting	Y	0
71	Staffmark 4300 Rogers Avenue, Suite 14 Fort Smith, Arkansas 72903 Phone : 479-452-1078 Career Services Manual Posting	Y	0
72	Station Website	N	12

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73	Talent Dynamics 600 Las Colinas Blvd., Suite 100 Irving, Texas 75039 Phone : 214 630-9590 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:connell@talentedynamics.com">connell@talentedynamics.com</a> Fax : 1-214-951-9610 Career Services	Y	0
74	Trade Website	N	1
75	TV Jobs.com P. O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> (Career Services) <a href="mailto:markch@tvjobs.com">markch@tvjobs.com</a> (Mark Holloway) Fax : 1-760-754-2115	Y	14
76	University of Arkansas Arkansas Union, #6071 University of Arkansas Fayetteville, Arkansas Phone : 479-575-2804 Url : <a href="http://www.career.uark.edu">http://www.career.uark.edu</a> Email : <a href="mailto:recruit@uark.edu">recruit@uark.edu</a> Fax : 1-479-575-6742 Lori Magar	Y	0
77	University of Arkansas at Fort Smith P.O. Box 3649 Fort Smith, Arkansas Phone : 479-788-7012 Email : <a href="mailto:placement@uafortsmith.edu">placement@uafortsmith.edu</a> (Career Services) <a href="mailto:pacamp@uafortsmith.edu">pacamp@uafortsmith.edu</a> (Pam Camp) Fax : 1-479-788-7016	Y	0
78	University of Arkansas at Little Rock Counseling & Career Planning 2801 South University Little Rock, Arkansas 72204 Phone : 501-569-3185 Url : <a href="http://www.uarl.edu">http://www.uarl.edu</a> Email : <a href="mailto:recruit@ualr.edu">recruit@ualr.edu</a> Career Services	N	0

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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 : <a href="http://www.uark.edu">http://www.uark.edu</a> Email : dcarpent@uark.edu Dale Carpenter	Y	0
81	University of Arkansas, Sam M. Walton College of Business 301 Business Building, 334A Fayetteville, Arkansas 72701 Phone : 479-575-4557 Url : <a href="http://www.uark.edu">http://www.uark.edu</a> Barbara A. Lofton, Ed. D. Manual Posting	N	0
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 : <a href="http://missouri.edu">http://missouri.edu</a> Email : WillisB@missouri.edu Fax : 1-573-884-1841 Barbara Willis	N	0
84	University of the Ozarks 415 North College Avenue, Robson 106 Clarksville, Arkansas 72830 Phone : 479-979-1320 Email : careers@ozarks.edu(Career Services) kapicer@ozarks.edu(Kimberly Spicer) sdavis@ozarks.edu(Career Services) Fax : 1-479-979-1477	Y	0



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85	Walk In	N	4
86	WDAF-TV 3030 Summit Street, Signal Hill Kansas City, Missouri 64108 Phone : 816-753-4567 Url : <a href="http://www.fox4kc.com">http://www.fox4kc.com</a> Email : <a href="mailto:thermal.stewart@wdaftv4.com">thermal.stewart@wdaftv4.com</a> 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 : <a href="http://www.myfox8.com">http://www.myfox8.com</a> Email : <a href="mailto:Twilkins@wghe.com">Twilkins@wghe.com</a> Fax : 1-336-841-8812 T'Kia Wilkins	N	0
88	WHNT-TV 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 256-533-1919 Email : <a href="mailto:stan.pylant@whnt.com">stan.pylant@whnt.com</a> (Stan Pylant) <a href="mailto:nonda.sloan@whnt.com">nonda.sloan@whnt.com</a> (Nonda Sloan) <a href="mailto:deanna.medley@whnt.com">deanna.medley@whnt.com</a> (Deanna Medley) Fax : 1-256-535-9300	N	0
89	WHO-TV 1801 Grand Avenue Des Moines, Iowa 50309 Phone : 515-242-3500 Email : <a href="mailto:dale.woods@whotv.com">dale.woods@whotv.com</a> (Dale Woods) <a href="mailto:mary.phares@whotv.com">mary.phares@whotv.com</a> (Mary Phares) <a href="mailto:rebecca.jess@whotv.com">rebecca.jess@whotv.com</a> (Rebecca Jess) Fax : 1-515-242-3792	N	0
90	WITI-TV 9001 North Green Bay Rd. Milwaukee, Wisconsin Phone : 414-355-6666 Url : <a href="http://www.fox6now.com">http://www.fox6now.com</a> Email : <a href="mailto:julie.bednarek@fox6now.com">julie.bednarek@fox6now.com</a> Julie Bednarek	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
91	WJW-TV 5800 S Marginal Rd. Cleveland, Ohio 44103 Phone : 216-431-8888 Url : <a href="http://www.fox8.com">http://www.fox8.com</a> Email : <a href="mailto:susan.pace@fox8.com">susan.pace@fox8.com</a> Fax : 1-216-432-4239 Susan Pace	N	0
92	WNEP-TV 16 Montage Mountain Rd. Moosic, Pennsylvania 18507 Phone : 570-346-7474 Email : <a href="mailto:chuck.morgan@wnep.com">chuck.morgan@wnep.com</a> (Chuck Morgan) <a href="mailto:Debbie.Cholko@WNEP.com">Debbie.Cholko@WNEP.com</a> (Debbie Cholko) Fax : 1-570-207-2421	N	0
93	WQAD-TV 3003 Park 16th Street Moline, Illinois 61265 Phone : 309-764-8888 Email : <a href="mailto:larry.rosmilso@wqad.com">larry.rosmilso@wqad.com</a> (Larry Rosmilso) <a href="mailto:molly.mayfield@wqad.com">molly.mayfield@wqad.com</a> (Molly Mayfield) Fax : 1-309-764-5763	N	0
94	WREG-TV 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 901-543-2153 Email : <a href="mailto:ron.walter@wreg.com">ron.walter@wreg.com</a> (Peggy Fryer) <a href="mailto:eeo@WREG.com">eeo@WREG.com</a> (Tracey Whitaker) Fax : 1-901-543-2198	N	0
95	WTKR-TV 720 Boush Street Norfolk, Virginia 23510 Phone : 757-446-1000 Email : <a href="mailto:jeff.hoffman@wtkr.com">jeff.hoffman@wtkr.com</a> (Jeff Hoffman) <a href="mailto:pamela.weaver@WTKR.com">pamela.weaver@WTKR.com</a> (Pam Weaver) Fax : 1-757-446-1303	N	0

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96	WTVR-TV 3301 West Broad Street Richmond, Virginia 23230 Phone : 804-254-3683 Url : <a href="http://www.wtvr.com">http://www.wtvr.com</a> Email : <a href="mailto:bmuoio@wtvr.com">bmuoio@wtvr.com</a> Fax : 1-804-355-7624 Betty Muoio	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>137</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/18/2014	Participation in events or programs sponsored by educational institutions	General Manager Van Comer and Account Executive Camy Hutchison participated in the University of Arkansas Fort Smith (UAFS) Marketing Club "Local Media Day" event. The UAFS Marketing Club is a new student organization which invites area media reps to speak about career opportunities and why local businesses should consider their type of media when advertising. They also answered student questions.	2	General Manager Account Executive
2	4/3/2014	Co Sponsoring Job Fair	KFSM and KXNW took part in and was Media Sponsor of the Spring 2014 Career Fair held at the University of the Ozarks in Clarksville for college students. Creative Services Director, Dave Shelly, talked with students about a career in broadcasting.	1	Creative Services Director
3	5/9/2014	Participation in events or programs sponsored by educational institutions	Anchor Daren Bobb took part in the Beard Elementary School career day.	1	Anchor
4	7/9/2014	Provision of training to management	Training on EEO and FCC guidelines for the EEO Public File Report and how to establish and maintain an effective EEO FCC Program at the station.	2	HR Manager Assistant General Counsel, HR Director, Tribune Media Corp.
5	8/26/2014	Participation in events or programs sponsored by educational institutions	Creative Services Director Dave Shelly spoke to the University of Arkansas Fort Smith Media Communications Class about a career in television broadcasting, education, and insights on how they can get involved in broadcasting.	1	Creative Services Director
6	10/7/2014	Participation in events or programs sponsored by educational institutions	Anchor Daren Bobb spoke to the University of Arkansas Fort Smith political media class.	1	Anchor

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7	10/8/2014	Co Sponsoring Job Fair	KFSM/KXNW was media sponsor and a participant in the 2014 Northwest Arkansas Job Fair presented by WorkSource NTS. This is the largest and longest running Job Fair in Northwest Arkansas and a great opportunity for businesses to find employees for the holidays as well as full-time employment opportunities. Attendees had the opportunity to meet one-on-one with local Human Resource professionals.	1	Creative Services Director
8	10/16/2014	Participation in Job Fairs	KFSM/KXNW participated in the University of Arkansas Fort Smith Job Fair held on their campus. This job fair was designed to disseminate information that might be helpful to fall graduation candidates.	1	Creative Services Director
9	10/27/2014	Participation in other activities designed by the station employment unit	Anchor Daren Bobb spoke to the Ozark Jr. High School journalism class.	1	Anchor
10	10/29/2014	Co Sponsoring Job Fair	KFSM/KXNW was media sponsor of and participated in a job fair at Arkansas Tech University in Russellville.	1	Creative Services Director
11	11/6/2014	Participation in events or programs sponsored by educational institutions	Creative Services Producer, Blake Sebo, took part in a Career Day at Van Buren Freshman Academy.	1	Creative Services Producer
12	11/11/2014	Provision of training to management	Department heads and supervisors attended Performance Management Training presented by Group H.R. Manager, Peggy Fryer.	13	General Manager General Sales Manager Controller Director of Technology
13	11/13/2014	Establishment of training programs for station personnel	Station employees attended group sessions on Performance Review Training presented by Group H.R. Manager, Peggy Fryer, to learn more about Performance Reviews and how to set and achieve goals.	70	Accounting Associate Media Coordinator Account Executive Meteorologist

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14	11/14/2014	Participation in other activities designed by the station employment unit	A student from the University of Arkansas in Fayetteville was a job shadow with producer Chainee Bartlett. The student watched our producer go through the process of creating, stacking, writing, and executing a newscast. She also got to go into the booth, learned how we do live shots, and how different pieces of equipment operate.	1	News Producer
15	12/3/2014	Participation in other activities designed by the station employment unit	An Alma Middle student was a job shadow with Chim Rigor, one of our Media Coordinators in the Control Room, for Career Development Day. The student was shown how different equipment in the control room worked, how we get satellite feeds for programs, how commercials are placed on the log, and other operational functions.	1	Media Coordinator
16	12/3/2014	Participation in other activities designed by the station employment unit	An eighth grade student from Alma Middle School was a job shadow with Anchor Heather Lewis. While here, she learned the ins and outs of the newsroom; how we gather stories; how we write stories; how we determine what will go in the newscast; and how we present the stories to the public on air. At the end of her visit, she filled out homework about what she learned.	1	Anchor
17	12/9/2014	Participation in other activities designed by the station employment unit	Anchor Daren Bobb spoke to journalism class at East Hills Middle School in Greenwood.	1	Anchor
18	12/17/2014	Participation in other activities designed by the station employment unit	A 12th grade student from Clarksville High School was a job shadow with Meteorologist Joe Pennington.	1	Meteorologist

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19	12/19/2014	Participation in events or programs sponsored by educational institutions	Reporter Dillon Thomas and Photographer Damen Washington visited Rogers New Tech High School to speak to the journalism, photography, and design classes about a career in broadcasting. Dillon talked about his history in journalism and how he made his way to 5NEWS. Damen discussed his path through videography and film. They also took questions from the students and allowed them to take the role of reporter and photographer.	2	Reporter Photographer