

ANNUAL EEO PUBLIC FILE REPORT
KARK/KARZ
February 1, 2016 through January 31, 2017

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KARK/KARZ

The information contained in this Report covers the time period beginning February 1, 2016 to and including January 31, 2017 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit (“SEU”) during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from February 1, 2016 through January 31, 2017

Station(s) Comprising the Station Employment Unit: KARK/KARZ

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Sales Assistant	2/8/16	Y	4	A-J, L-Y
2	Accounting Assistant	2/15/16	Y	3	A-Q, S-W, Y
3	Receptionist	3/7/16	V (Internal Hire)	1	A-W
4	Traffic Assistant	3/7/16	Y	5	A-Z
5	Staff Accountant	3/21/16	BB	4	A-M, O-Q, S-Y, AA-BB
6	Associate Producer	4/11/16	CC	3	A-Q, S-Y, CC
7	Account Executive	5/2/16	Y	5	A-M, O-Q, S-Z, DD-EE
8	Accounts Payable Analyst	5/3/16	Y	2	A-Q, S-Y
9	National Sales Coordinator	5/9/16	V (Internal Hire)	5	A-Q, S-Z
10	Chief Engineer	5/16/16	V (Internal Hire)	1	A-Q, S-X
11	Director	5/16/16	V (Internal Hire)	4	A-Q, S-Y
12	Traffic Assistant (2)	5/16/16 & 5/17/16	U (Internal Hire), Z	4	A-Q, S-Z
13	Account Executive	5/31/16	Y	1	A-Q, S-Y, EE
14	Reporter (2)	6/27/16 & 7/5/16	CC, EE	8	A-Q, S-X, CC, EE
15	Staff Accountant (2)	7/5/16 & 8/8/16	U,Y	4	A-Q, S-Y, BB
16	Master Control Operator (2)	7/25/16	U,Y	5	A-Q, S-Y
17	Traffic Assistant	8/3/16	Y	3	A-Q, S-Y
18	Weekend Sports Anchor/Reporter	8/5/16	Z	3	A-Q, S-Z, EE
19	Account Executive	8/15/16	AA	3	A-P, S-Y, AA
20	News Photographer (2)	8/29/16 & 10/5/16	U, S	7	A-Q, S-Y, AA, CC

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
21	Account Executive (2)	9/19/16 & 10/3/16	T, Y	4	A-P, S-Z
22	News Producer	9/22/16	U	3	B-C, E-M, P, S-X, Z, CC
23	Website Coordinator	9/28/16	U	4	A-Q, S-X, AA, CC
24	Receptionist	9/30/16	U	6	A-Q, S-X, Z
25	Promotions Producer	10/3/16	GG	5	A-Q, S-X, Z, EE-GG
26	Digital Sales Manager	11/28/16	U	3	B-C, E-I, K-M, P, S-Y
27	Assignments and Web Producer	11/28/16	Y	4	B-Q, S-Y, CC
28	Master Control Operator	1/16/17	Z	1	A-Q, S-X, Z
29	Audio Operator	1/22/17	V (Internal Hire)	6	A-Q-S-Y

Total Number of Persons Interviewed During Applicable Period: 111

Appendix 2 to Annual EEO Public File Report

Covering the Period from February 1, 2016 through January 31, 2017

Station(s) Comprising the Station Employment Unit: KARK/KARZ

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address/Email/Website	Fax Number	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Arkansas Baptist College	None	www.arkansasbaptist.edu	501-375-9257	N	
B	Arkansas State University- Beebe	Sherry Organ	sorgan@searcy.asub.edu		N	
C	Arkansas State University - Heber Springs	Sherry Organ	sorgan@searcy.asub.edu		N	
D	Arkansas State University - Jonesboro		www.HireAState.com/employer	870-972-2783	N	
E	Arkansas State University - Mountain Home	George Truell	gtruell@asumh.edu	870-508-6287	N	
F	Arkansas State University - Newport	Amber Grady/Kimberly Long	agrady@asun.edu Kimberly_long@asun.edu	870-512-7876	N	
G	Arkansas State University - Searcy	Sherry Organ	sorgan@searcy.asub.edu		N	

	Recruitment Source	Contact	Address/Email/Website	Fax Number	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
H	Central Baptist College		careerservices@cbc.edu	501-329-2941	N	
I	Harding University	Kelley Ramey	careercenter@harding.edu https://www.myinterfase.com/harding/employer	501-279-4065	N	
J	Hendrix University-Conway	Jamie Fotioo		501-450-1260	N	
K	Ouachita Baptist University		careerservices@obu.edu		N	
L	Philander Smith College	Christopher Newton/Vernita Bowens	cnewton@philander.edu / vbowens@philander.edu	501-370-5386	N	
M	Southern Arkansas University-Magnolia	Paula Washington-Woods	pwwoods@saumag.edu	870-235-5262	N	
N	University of Arkansas - Fayetteville	None	https://uark-csm.symplicity.com/employers/	479-575-6742	N	
O	University of Arkansas - Little Rock	None	www.ualr.edu	501-569-8956	N	
P	University of Arkansas - Monticello	None	coons@uamont.edu	870-460-1922	N	
Q	University of Arkansas - Pine Bluff	None	www.uapb.edu	870-575-4606	N	

	Recruitment Source	Contact	Address/Email/Website	Fax Number	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
R	University of Central Arkansas-Conway	Teresa Murphy	teresam@uca.edu/ http://uca.edu/career/post-jobs/		N	
S	www.arkansasmatters.com	Kenny Allison	1401 W. Capitol Ave., Ste. 104 Little Rock, AR 72201	501-340-4995	N	1
T	www.fox16.com	Kenny Allison	1401 W. Capitol Ave., Ste. 104 Little Rock, AR 72201	501-340-4995	N	1
U	www.nexstar.tv	Terri Bush	545 E. John Carpenter Freeway Suite 700 Irving, TX 75062	972-373-8800	N	30
V	Station Bulletin Board	Kim Dunn	1401 W. Capitol Ave., Ste. 104 Little Rock, AR 72201	501-340-4457	N	11
W	Local Unemployment Office	Dollie Fountain	dollie.fountain@arkansas.gov https://www.arjoblink.arkansas.gov/ada/r/		N	
X	Arkansas Broadcasters Association	None	www.arkbroadcasters.org		N	1
Y	Personal referral	N/A			N	36

	Recruitment Source	Contact	Address/Email/Website	Fax Number	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
Z	Unused Source Reported by Applicant	N/A				12
AA	Indeed.com	n/a	www.indeed.com/ sales@indeed.com		N	6
BB	Robert Half Employment Agency	Taunya Tinnon	10801 Executive Center Drive Suite 200 Little Rock, AR 72211	501-221-0099	N	3
CC	TVjobs		www.tvjobs.com		N	4
DD	TVNewscheck		www.mediajobcenter.com		N	
EE	LinkedIn		www.linkedin.com		N	5
FF	Twitter		www.twitter.com			
GG	Facebook		www.facebook.com			1

Appendix 3 to Annual EEO Public File Report

Covering the Period from February 1, 2016 through January 31, 2017

Station(s) Comprising the Station Employment Unit: KARK/KARZ

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KARK/KARZ

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The SEU sponsors internship programs providing students with hands-on supervised experience in broadcast industry operations across all functional areas. During the Spring semester starting in February 2016 and ending April 21, 2016 the News Department hosted two students from the University of Arkansas at Pine Bluff and the University of Central Arkansas.
2	Co-sponsoring a job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities	On May 5, 2016, the SEU co-sponsored a Fox 16/Goodwill Job Alert Job Fair. There were 53 employers represented and 730 potential job candidates attended the Job Fair. The team met with potential candidates and provided information about the company and the industry to them.
3	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The SEU sponsors internship programs providing students with hands-on supervised experience in broadcast industry operations across all functional areas. During the Summer semester, starting in May 2016 and ending in August 2016, the News Department hosted four students from Harding University, University of Arkansas at Pine Bluff, Northwestern University and Hannibal-LaGrange University.
4	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The SEU sponsors internship programs providing students with hands-on supervised experience in broadcast industry operations across all functional areas. During the Fall semester starting in August 2016 and ending in October 2016 the News Department hosted one student from the University of Central Arkansas.