

**KVTN-DT-KVTH-DT**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2016-January 31, 2017<sup>1</sup>**

Victory Television Network, Inc., the licensee of Stations KVTN-DT and KVTH-DT, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. *See* 47 C.F.R. § 73.2080(c)(1); *Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies*, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, Victory Television Network, Inc. has established a religious qualification for all employee positions at KVTN-DT and KVTH-DT. In accordance with the FCC's rules, Victory Television Network, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

**I. VACANCY LIST**

See the Master Recruitment Source List ("MRSL") in the next section for recruitment source data

| <b>Job Title</b>                                | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---|--|-------------------------------|
| Accounting Manager ( position filled 8/18/2016) | 1-18   | 18                            |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |
|   |  |                               |

<sup>1</sup> This report provides recruitment data collected from January 22, 2016 through January 21, 2017.

## II. MASTER RECRUITMENT SOURCE LIST

| RS Number | RS Information  |
|-----------|---|
| 1         | Arkansas Baptist College, Brian Miller, 1600 Bishop St.<br>Little Rock, AR 72202, (501) 244-5137<br><a href="mailto:brian.miller@arkansasbaptist.edu">brian.miller@arkansasbaptist.edu</a>              |
| 2         | University of Central Arkansas, Teresa Murphy, Career Services Dept., 201 Donaghey Ave., Bernard Hall, Room 311, Conway, AR 72035 (501) 450-3134  |
| 3         | Philander Smith College, Rhonda Lovelace, 812 W. 13 <sup>th</sup><br>Little Rock, AR 72203, (501) 975-6050<br><a href="mailto:rlovelace@philander.edu">rlovelace@philander.edu</a>                      |
| 4         | Hendrix College, Jamie Fotioo, Career Services, 1600 Washington Ave., Conway, AR 72032 (501) 450-1416 <a href="mailto:fotioo@hendrix.edu">fotioo@hendrix.edu</a>  |
| 5         | University of Arkansas at Pine Bluff (UAPB), Shirley Cherry<br>P O Box 4975<br>Pine Bluff, AR 71611, (870) 575-8461 <a href="mailto:cherrys@uapb.edu">cherrys@uapb.edu</a>                              |
| 6         | Employment Security Division, Dolly Rhodes, 5401 S. University<br>Little Rock, AR 72209<br>(501) 682-1721 <a href="mailto:dolly.rhodes@arkansas.gov">dolly.rhodes@arkansas.gov</a>                      |
| 7         | Oral Roberts University Career Services, Kelan Henderson, 7777 South Lewis Avenue Tulsa, OK 74171, (918) 495-6912 <a href="mailto:careers@oru.edu">careers@oru.edu</a>                                  |
| 8         | Ouachita Baptist University Career Services, Rachel Jones, 410 Ouachita Street Arkadelphia, AR 71998, (870) 245-5593 <a href="mailto:careerservices@obu.edu">careerservices@obu.edu</a>                 |
| 9         | Harding University, Dr. Butch Gardner, Career Center, Harding University, Box 12243 Searcy, AR 72149, (501) 279-4454 <a href="mailto:careercenter@harding.edu">careercenter@harding.edu</a>             |
| 10        | John Brown University, Raynisha Robinson, Career Development Director, 2000 W. University St., Siloam Springs, AR 72761, (479) 524-9500<br><a href="mailto:cdc@jbu.edu">cdc@jbu.edu</a>                 |
| 11        | Central Baptist College, Kerry Norris, Career Services Dept., 1501 College Conway, AR 72034, (501) 205-8837 <a href="mailto:knorris@cbc.edu">knorris@cbc.edu</a>  |
| 12        | Lyon College, Vicki Webb, Career Development Dept, P O Box 2317, 2300 Highland Road Batesville, AR 72503, (870) 307-7227<br><a href="mailto:vicki.webb@lyon.edu">vicki.webb@lyon.edu</a>                |
| 13        | Arkansas Broadcasters Association, Angie Robinson, 2024 Arkansas Valley Dr. Suite 403 Little Rock, AR 72212, (501) 227-7564<br><a href="mailto:angie@arkbroadcasters.org">angie@arkbroadcasters.org</a> |

| RS Number | RS Information  |
|-----------|---|
| 14        | TV Jobs, Mark Holloway, <a href="http://www.tvjobs.com">www.tvjobs.com</a>  |
| 15        | KVTN-KVTH-KVTJ TV Stations<br>Job Opening ad schedule, Sharon Case, Traffic Director, PO Box 26207.<br>Little Rock, AR 72221, (501) 223-2525  |
| 16        | KVTN-KVTH-KVTJ web site, Andrea Qualls, PO Box 26207. Little Rock,<br>AR 72221, (501) 223-2525  |
| 17        | KVTN-KVTH internal job opening posting, Jim Grant, PO Box 26207.<br>Little Rock, AR 72221, (501) 223-2525   |
| 18        | Indeed.com  |
| 19        | Employee Referral   |
| 20        | Non-employee referral   |
| 21        | UALR<br>School of Mass Communications<br>Dr. Olaf Hoerschelmann<br>2801 S. University<br>Little Rock, AR 72204<br>(501) 569-3250<br>E-mail: <a href="mailto:oxhoerschelm@ualr.edu">oxhoerschelm@ualr.edu</a>  |
| 22        | Arkansas State University<br>Cathalene Thigpen-Stephens, Career Services<br>P O Box 2490<br>State University, AR 72467<br>(870) 972-3025<br>Fax: (870) 972-2783 (Attn: Career Services)<br>E-mail: <a href="mailto:cthigpen@astate.edu">cthigpen@astate.edu</a> or <a href="mailto:careers@astate.edu">careers@astate.edu</a> |
| 23        | The Society of Broadcast Engineers (SBE)<br>9102 North Meridian St. Suite 150<br>Indianapolis, IN 46260<br>(317) 846-9000 phone<br>(317) 846-9120 fax<br>Scott Jones: <a href="mailto:kjones@sbe.org">kjones@sbe.org</a>  |
| 24        | Williams Baptist College<br>Aneita Cooper, Career Services Director<br>Box 3732 WBC<br>Walnut Ridge, AR 72476<br>(870) 759-4184<br>E-mail: <a href="mailto:acooper@wbcoll.edu">acooper@wbcoll.edu</a>   |