

**KTHV**  
**EEO PUBLIC FILE REPORT**  
**January 21, 2020 - January 20, 2021**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Newscast Director - 008443	1-10, 12-19	9
Major Accounts Sales Executive	11, 16	16
Meteorologist - 009205	1-2, 4-10, 12-14, 16-19	4
Meteorologist - 009205	1-2, 4-10, 12-14, 16-19	4
Multiskilled Journalist - 009369	1-2, 4-10, 12-14, 16-19	16
Account Manager - 009681	1-2, 4-10, 12-14, 16-19	16
Account Manager - 009681	1-2, 4-10, 12-14, 16-19	16

**KTHV**  
**EEO PUBLIC FILE REPORT**  
**January 21, 2020 - January 20, 2021**

**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	Arkansas Broadcasters Association 2024 Arkansas Valley Drive, Suite 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 800-844-3216 Email : mail@arkbroadcasters.org Fax : 1-501-223-9798 Arkansas Broadcasters	N	0
2	Arkansas Business 114 Scott Street Little Rock, Arkansas 72201 Url : arkansasbusiness.com Bonnie Jacoby Manual Posting	N	0
3	Arkansas State University- Beebe Branch P O Box 1000 Beebe, Arkansas 72012 Phone : 501-882-6452 Email : JmHenry@ASUB.edu Fax : 1-501-882-8906 Arkansas State University- Beebe Branch Arkansas State University- Beebe Branch	N	0
4	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	4
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Gannett Jobs Website 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-7000 Virgil Smith Manual Posting	N	0

**KTHV**  
**EEO PUBLIC FILE REPORT**  
**January 21, 2020 - January 20, 2021**

**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>
7	Glassdoor glassdoor.com Sausalito, California Robert Hohman Manual Posting	N	1
8	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
9	Indeed.com	N	6
10	JuJu juju.com New York, New York Brendan Cruickshank Manual Posting	N	0
11	Linked In	N	2
12	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
13	Missouri Broadcasters Association Online 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : mba@mbaweb.org Fax : 1-573-634-8258 MANDI HEILAND	N	0
14	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0

**KTHV**  
**EEO PUBLIC FILE REPORT**  
**January 21, 2020 - January 20, 2021**

**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>
15	SAU Tech Multimedia Instructor Box3499 East Camden, Arkansas Phone : 870-574-4457 Email : staylor@sautech.edu Steve A. Taylor	N	0
16	THV11.com - KTHV Website 720 IZard Street Little Rock, Arkansas 72201 Phone : (501) 376-1111 Career Service Manual Posting	N	6
17	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	1
18	University of Arkansas at Pine Bluff P.O. Box 4975 - 1200 N. University Drive Pine Bluff, Arkansas Phone : (870) 575-8461 Email : jonesm@uapb.edu Fax : 1-870-575-4606 Mary Jones	N	0
19	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>20</b>

**KTHV**  
**EEO PUBLIC FILE REPORT**  
**January 21, 2020 - January 20, 2021**

**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	1/29/2020	Establishment of a mentoring program	Sent 2 employees to sister station at KFSM for training on newsroom skills and hosted 2 employees for newsroom skills and systems training to establish and prepare for opportunities within Tegna.	2	Digital Content Producer Producer
2	1/31/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TENGNA launched in annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven question online simulation based on the topics featured throughout the campaign.	76	General Manager News Director Administrative Assistant Marketing Director
3	8/5/2020	Participation in events sponsored by community groups	NABJ Annual Convention & Career Fair is the premier venue for journalism education, career development and networking opportunity that draws leaders in journalism, media, technology, business, arts and entertainment. MSJ participated in the career fair as well as attended workshops.	1	MSJ

**KTHV**  
**EEO PUBLIC FILE REPORT**  
**January 21, 2020 - January 20, 2021**

**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>
4	9/30/2020	Establishment of training programs for station personnel	Every Tegna employee has a personal responsibility to treat our colleagues with respect and uphold Tegna's high ethical standards. This responsibility includes an annual training on these very important topics: Sexual Harassment: A Matter of Respect” training that reviews our long-standing policies and values surrounding harassment and discrimination	76	General Manager Administrative Assistant News Director Marketing Director
5	10/2/2020	Establishment of training programs for station personnel	TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company’s guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	76	General Manager News Director Account Executive Assistant News Director