

KVTN-DT-KVTH-DT
EEO PUBLIC FILE REPORT
February 1, 2019-January 31, 2020¹

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Traffic Coordinator	1-6; 9	1
Master Control Supervisor	1; 4-6;	6

¹ This report provides recruitment data collected from January 22, 2019 through January 21, 2020.

II. MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information
1	Indeed.com
2	Employment Security Division, Dolly Rhodes, 5401 S. University Little Rock, AR 72209 (501) 682-1721 dolly.rhodes@arkansas.gov
3	Arkansas Broadcasters Association, Angie Robinson, 2024 Arkansas Valley Dr. Suite 403 Little Rock, AR 72212, (501) 227-7564 angie@arkbroadcasters.org
4	TV Jobs, Mark Holloway, www.tvjobs.com
5	KVTN-KVTH-KVTJ web site, Andrea Qualls, PO Box 26207. Little Rock, AR 72221, (501) 223-2525
6	KVTN-KVTH internal job opening posting, Jim Grant, PO Box 26207. Little Rock, AR 72221, (501) 223-2525
7	The Society of Broadcast Engineers (SBE) 9102 North Meridian St. Suite 150 Indianapolis, IN 46260 (317) 846-9000 phone (317) 846-9120 fax Scott Jones: kjones@sbe.org
8	Arkansas Democrat- Gazette Esther Buchanan 501-378-3467
9	Traffic Directors' Guild of America Larry Keene (949)7063 tdga@cox.net