

**KVTN-DT, KVTH-DT**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020-January 31, 2021<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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	1-6	3

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<sup>1</sup> This report provides recruitment data collected from January 22, 2020 through January 31, 2021.

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**II. MASTER RECRUITMENT SOURCE LIST**

<b>RS Number</b>	<b>RS Information</b>
1	Indeed.com
2	Employment Security Division Dolly Rhodes 5401 S. University Little Rock, AR 72209 (501) 682-1721 <a href="mailto:dolly.rhodes@arkansas.gov">dolly.rhodes@arkansas.gov</a>
3	Arkansas Broadcasters Association Angie Robinson 2024 Arkansas Valley Dr. Suite 403 Little Rock, AR 72212 (501) 227-7564 <a href="mailto:angie@arkbroadcasters.org">angie@arkbroadcasters.org</a>
4	TV Jobs <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark Holloway
5	KVTN-KVTH-KVTJ web site Andrea Qualls PO Box 26207 Little Rock, AR 72221 (501) 223-2525
6	Internal Posting