

**KLRT-TV & KASN-TV**

**EEO PUBLIC FILE REPORT  
FEBRUARY 1, 2009 – JANUARY 31, 2010**

**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>
<i>(Positions cover both television properties)</i>		
<b>News Production Feedsroom/Audio Operator</b>	<b>1-63, 67-68, 71</b>	<b>53</b>
<b>Account Executive</b>	<b>1-62, 65, 67-68, 71</b>	<b>55</b>
<b>Account Executive</b>	<b>1-62, 65, 67-68, 71</b>	<b>59</b>
<b>News Photojournalist</b>	<b>1-57, 60-63, 67-68, 71</b>	<b>55</b>
<b>Master Control Operator</b>	<b>1-57, 60-62, 67-69, 71</b>	<b>55</b>
<b>Commercial Photographer/Editor/Director</b>	<b>1-63, 67-69, 71</b>	<b>58</b>
<b>News Video Editor</b>	<b>1-57, 60-63, 67-69, 71</b>	<b>60</b>
<b>News Video Editor</b>	<b>1-57, 60-63, 67-69, 71</b>	<b>53</b>

**KLRT-TV & KASN-TV**

**EEO PUBLIC FILE REPORT  
FEBRUARY 1, 2009 – JANUARY 31, 2010**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
<b>1</b>	<b>NAACP</b> Attn: Job Placement 1124 Martin Luther King Blvd Little Rock, AR 72203 501-376-7399	<b>YES</b>	<b>0</b>
<b>2</b>	<b>AR Employment Security Division</b> PO Box 34047 Little Rock, AR 72203 501-682-8042	<b>YES</b>	<b>0</b>
<b>3</b>	<b>AR Employment Security Division</b> PO Box 189 Conway, AR 72033 501-268-8601	<b>NO</b>	<b>0</b>
<b>4</b>	<b>Central Baptist College</b> 1501 College Avenue Conway, AR 72032 501-329-6872	<b>YES</b>	<b>0</b>
<b>5</b>	<b>University of Arkansas at Pine Bluff</b> PO Box 4975 Pine Bluff, AR 71611 870-575-8000	<b>YES</b>	<b>0</b>
<b>6</b>	<b>Shorter College</b> 604 Locust North Little Rock, AR 72114 501-374-6305	<b>YES</b>	<b>0</b>

<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	<b>Philander Smith College</b> 812 West 13 <sup>th</sup> Street Little Rock, AR 72204 501-370-5279	YES	0
8	<b>University of Central Arkansas</b> Career Services Bruce & Donaghey Conway, AR 72032 501-450-3250	YES	0
9	<b>Black Community Developers</b> 4000 West 13 <sup>th</sup> Street Little Rock, AR 72204 501-663-7223	NO	0
10	<b>Arkansas Broadcasters Association</b> Via e-mail attn: Angie Robinson <a href="http://www.arkbroadcasters.org">www.arkbroadcasters.org</a>	YES	0
11	<b>Arkansas Job Corps</b> Attn: Carla Nelson 201 East Markham, Suite P50 Little Rock, AR 72201 501-376-1004	YES	0
12	<b>Arkansas State University</b> Attn: Lesley Bauders PO Box 2490 Jonesboro , AR 72467 870-972-2100	YES	0
13	<b>Arkansas State University-Beebe</b> Attn: Carol Harvey PO Box 100 Beebe, AR 72012 501-882-8212	YES	0

<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>
14	<b>Camden Career Center</b> Attn: Steve Taylor P.O. Box 3499 Camden, AR 71711-1599 870-836-9367	YES	0
15	<b>Harding University</b> Career Counseling & Placement P.O. Box 12243 Searcy, AR 72143 501-279-4407	YES	0
16	<b>Henderson State University</b> Attn: Jessica Garrison 1100 Henderson Street- Box 7722 Arkadelphia, AR 71999-0001 870-230-5000	YES	0
17	<b>Hendrix College</b> Attn: Recruitment Officer 1600 Washington Avenue Conway, AR 72032 501-329-6811	YES	0
18	<b>Southern Arkansas University</b> Attn: Employment Resource Center PO Box 9254 Magnolia, AR 71753-9254 870-235-4097	YES	0
19	<b>University of the Ozarks</b> Attn: Career Services Dept 415 North College Avenue Clarksville, AR 72830 479-979-1320	YES	0
20	<b>Westark College</b> Attn: Job Placement PO Box 3649 Ft. Smith, AR 72913 479-788-7000	YES	0

<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>
<b>21</b>	<b>Pulaski Technical College</b> Attn: Steve Young 3000 West Scenic Drive N. Little Rock, AR 72118 501-812-2231	<b>YES</b>	<b>0</b>
<b>22</b>	<b>ITT Technical Institute</b> Attn: Carol Wallace 4520 S. University Little Rock, AR 72204 501-565-5550	<b>YES</b>	<b>0</b>
<b>23</b>	<b>Northwest Technical Institute</b> Attn: Marie Delucci P.O. Box 2000 Springdale, AR 72765 479-751-8824	<b>YES</b>	<b>0</b>
<b>24</b>	<b>Martin Luther King Commission</b> Attn: Job Placement 101 E. Capitol, Suite 214 Little Rock, AR 72201 501-683-1300	<b>NO</b>	<b>0</b>
<b>25</b>	<b>Network for Executive Women</b> Attn: Job Placement 7915 Cantrell Little Rock, AR 72207	<b>NO</b>	<b>0</b>
<b>26</b>	<b>Arkansas Tech University</b> Attn: Job Placement 211 Doc Bryan Bldg Russellville, AR 72801 501-968-0278	<b>YES</b>	<b>0</b>
<b>27</b>	<b>Nat'l Hispanic Media Coalition</b> Attn: Job Placement 55 S. Grand Ave Pasadena, CA 91105 213-746-6988	<b>NO</b>	<b>0</b>
<b>28</b>	<b>Jackson State University</b> Attn: Dorothy Whitley P.O. Box 17280 Jackson, MS 39217 601-979-2121	<b>YES</b>	<b>0</b>

<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>
29	<b>Texas Association of Broadcasters</b> Attn: Barrett Baxter 502 E. 11 <sup>th</sup> Suite 200 Austin, TX 78701 512-322-9944	YES	0
30	<b>Missouri Broadcasters Assn.</b> Attn: Conny Heiland P.O. Box 104445 Jefferson City, MO 65110 573-636-6692	YES	0
31	<b>Louisiana Association of Broadcasters</b> Attn: Louise Munson 660 Florida Boulevard Baton Rouge, LA 70801 225-267-4522	YES	0
32	<b>Mississippi Association of Broadcasters</b> Attn: Laura Harrison 855 S. Pear Orchard Rd – Suite 403 Ridgeland, MS 39157 601-957-9121	YES	0
33	<b>Women’s Project</b> 2224 Main Street Little Rock, AR 72206 Felicia Davidson 501-372-5113	NO	0
34	<b>Little Rock Job Training</b> 500 W. Markham-City Hall Little Rock, AR 72201 Job Placement 501-399-3424	NO	0
35	<b>Arkansas Regional Minority Supplier Development Commission (ARMSD)</b> 415 Main Street Little Rock, AR 72201 Michelle Doaks 501-374-7026	NO	0

<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>
<b>36</b>	<b>National Park Community College</b> 101 College Drive Hot Springs, AR 71913 Mary Kay Wurm 501-760-4223	<b>YES</b>	<b>0</b>
<b>37</b>	<b>Watershed</b> 3701 Springer Blvd. Little Rock, AR 72206 Fred Hokes 501-378-1076	<b>NO</b>	<b>0</b>
<b>38</b>	<b>University of Arkansas at Little Rock Department of Radio, TV and Film</b> 2801 S. University Little Rock, AR 72204 Dr. David Guerra 501-569-3250	<b>YES</b>	<b>0</b>
<b>39</b>	<b>Arkansas Rehabilitation Services</b> 26 Corporate Hill Drive Little Rock, AR 72205 Glenda Williams 501-686-2800	<b>YES</b>	<b>0</b>
<b>40</b>	<b>American Broadcasting School</b> 712 N. Watson Road, Suite 200 Arlington, TX 76011 Michelle McConnell 817-695-2474	<b>YES</b>	<b>0</b>
<b>41</b>	<b>University of Arkansas – Monticello</b> Attn: Laura Hughes Harris Hall, Room 201 P O BOX 3458 Monticello, AR 71656 870-460-1454 870-460-1354/fax	<b>YES</b>	<b>0</b>

<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>
42	<b>Southern Arkansas University Tech</b> Attn: Steve A Taylor P.O. Box 3499 East Camden, AR 71711 870-574-4500	YES	0
43	<b>Central Arkansas Development Council</b> 5401 S. University Ave Little Rock, AR 72209 Attn.: Linda Spaul	NO	0
44	<b>UALR Counseling and Career Planning</b> 2801 S. University Little Rock, AR 72204 501-372-5113	YES	0
45	<b>Arkansas Workforce Center of Little Rock</b> 5401 South University Little Rock, AR 72209 501-907-7095	YES	0
46	<b>KABF</b> 2101 S. Main, Suite 200 Little Rock, AR 72206 Attn: William Come 501-372-6119	YES	0
47	<b>Oklahoma State University</b> Attn: Career Counseling 360 Student Union Stillwater, OK 74078 405-744-5000	YES	0
48	<b>Ouachita Baptist University</b> Attn: Career Services P.O. Box 3780 Arkadelphia, AR 71998-0001 870-245-5284	YES	0

<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>
<b>49</b>	<b>Metropolitan Career Technical Center</b> Attn: Career Services 7701 Scott Hamilton Drive Little Rock, AR 72209 501-447-1200	<b>YES</b>	<b>0</b>
<b>50</b>	<b>University of Arkansas – Fort Smith</b> Attn: Pam Camp www.uafortsmith.edu	<b>YES</b>	<b>0</b>
<b>51</b>	<b>Station Websites</b> www.fox16.com www.cwarkansas.com	<b>NO</b>	<b>1</b>
<b>52</b>	<b>Walk-in/Self Referral Applicant</b>	<b>NO</b>	<b>2</b>
<b>53</b>	<b>Internal Posting/ Promotion</b> KLRT Fox 16/ CW Arkansas	<b>NO</b>	<b>7</b>
<b>54</b>	<b>Non-Employee Referral</b>	<b>NO</b>	<b>1</b>
<b>55</b>	<b>Employee Referral</b> KLRT Fox 16/ CW Arkansas	<b>NO</b>	<b>6</b>
<b>56</b>	<b>Internship Program</b>	<b>NO</b>	<b>0</b>
<b>57</b>	<b>On-air Announcements (one or more SEU stations)</b>	<b>NO</b>	<b>2</b>
<b>58</b>	<b>Arkansas Democrat-Gazette</b> Attn: Classifieds 121 East Capitol Little Rock, AR 72201 501-378-3400	<b>NO</b>	<b>1</b>
<b>59</b>	<b>jobsarkansas.com</b> Arkansas Democrat-Gazette website www.jobsarkansas.com	<b>NO</b>	<b>1</b>
<b>60</b>	<b>TVJobs.com</b> www.tvjobs.com	<b>NO</b>	<b>2</b>
<b>61</b>	<b>Arkansas Business Magazine (online version)</b> <a href="http://www.arkansasbusiness.com">www.arkansasbusiness.com</a>	<b>NO</b>	<b>0</b>

<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>
<b>62</b>	<b>National Association of Hispanic Journalists</b> www.nahj.com	<b>NO</b>	<b>0</b>
<b>63</b>	<b>MediaLine</b> Attn. Mark Shilstone mark@medialine <a href="http://www.medialine.com">www.medialine.com</a>	<b>NO</b>	<b>0</b>
<b>64</b>	<b>Monster.com</b> www.monster.com	<b>NO</b>	<b>0</b>
<b>65</b>	<b>Television Bureau of Advertising</b> Attn.: Arleen Fong Arleen@tvb.org www.tvb.org	<b>NO</b>	<b>0</b>
<b>66</b>	<b>The Marketing Ideanet Newsletter</b> Attn: Sandy Lizik Slizik602@gmial.com www.602communications.com	<b>NO</b>	<b>0</b>
<b>67</b>	<b>The National Alliance of State Broadcasters Association (NASBA)</b> www.careerpage.org	<b>NO</b>	<b>0</b>
<b>68</b>	<b>Television Business Report</b> www.rbr.com/tvjobs	<b>NO</b>	<b>0</b>
<b>69</b>	<b>Newport Television Corporate Website</b> Kylene Flaming benefits@newporttv.com www.newporttv.com	<b>NO</b>	<b>0</b>
<b>70</b>	<b>Lost Remote</b> help@jobthread.com www.lostremote.com	<b>NO</b>	<b>0</b>

<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>
71	<b>Women and Children First</b> P.O. Box 1954 Little Rock, AR 72203 Tony 501-376-3219	NO	0
<b>TOTAL NUMBER OF INTERVIEWEES</b>			23

## KLRT-TV & KASN-TV

### EEO PUBLIC FILE REPORT FEBRUARY 1, 2009 – JANUARY 31, 2010

#### III. RECRUITMENT INITIATIVES

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	<b>Intern Program</b>	<b>Interns working in KLRT-TV/ FOX 16-Little Rock's News Department were given the opportunity to observe news operations, go out in the field with reporters and photojournalists, learning how to operate equipment, observe news desk operations, and assist reporters with news stories. During Spring 2009 through Summer 2009, one student from the University of Arkansas at Little Rock, and three students from the University of Central Arkansas worked in the News Department.</b>
2	<b>Established a training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions</b>	<b>Our Production Manager has regular training and mentoring sessions throughout the year with the intent to grow his staff for advancement in the field of Broadcast Production. In these sessions, staff members (both full-time and part-time) are taught skills and techniques that go beyond those they use in their day-to-day functions.</b>
2	<b>List every upper-level opening in a job bank, website, or newsletter of a media trade group whose membership includes substantial participation of women and minorities</b>	<b>KLRT-TV and KASN-TV advertises all job openings, including upper level category openings, with media trade groups and other organizations and websites whose membership and/or audience include women and minorities. These include: the Arkansas Regional Minority Supplier Development Commission (ARMSD), the National Association of Hispanic Journalists (NAHJ), Native Hispanic Media Coalition, Association of Rehabilitation Industry &amp; Business, the National Association for the Advancement of Colored People (NAACP), Black Community of Developers, the Martin Luther King Commission, the Network of Executive Women, the Women's Project, and local colleges and universities.</b>

3	Participate in events relating to career opportunities in broadcasting sponsored by educational institutions	On February 27th, 2009, our News Director and Assistant News Director participated in a career and internship expo at the Hendrix College in Conway. Our station representatives met with the students' one on one, reviewed resumes, went over the details of our internship program, and made them aware of employment opportunities at our stations.
4	Participate in events relating to career opportunities in broadcasting sponsored by educational institutions	On March 17th, 2009, the General Manager attended an annual career night hosted by the Little Rock School District and held at Metropolitan Career Center in Little Rock. The event was designed for prospective employers to meet and greet with high school students looking to graduate and start a career right away. Representatives at the event were encouraged to display exhibits noting the business/organization they were representing.
5	Participate in events relating to career opportunities in broadcasting sponsored by educational institutions	On March 25th, 2009, the Business Manager and General Sales Manager hosted a student from Cloverdale Magnet Middle School. This student shadowed our managers as they performed and discussed the different aspects of their job positions.
6	Participate in events relating to career opportunities in broadcasting sponsored by educational institutions	On March 31st, 2009, the News Director and Assistant News Director hosted a graduate class from the University of Arkansas at Little Rock. The class consisted of 8 students majoring in Mass Communications. The group met in our news conference room to discuss "Broadcast News in a down economy".
7	Participate in activities sponsored by Community Groups active in Broadcast Employment Issues, including conventions, career days, workshops and similar activities.	On October 21st, 2009 our General Manager, General Sales Manager, and News Director attended a Fall Forum presented by the Little Rock Downtown Partnership. This event focused Gen Y-ers(those born 1977 through 1994) and how essential they are with regards to the growth of the downtown neighborhood base and employers seeking to tap into this base. The keynote speaker, Bea Fields, author of Millennial Leaders: Success Storied From Today's Most Brilliant Generation Y Leaders, held an informative discussion highlighting the how these young professionals are one of the most important assets to employers today.
8	Participate in Job Fair	On November, 10th, 2009 the KASN (CW Arkansas) Sales Manager attended a job fair at the University of Arkansas at Little Rock for the College of Business students. The event was designed for prospective employers to meet and greet with the school's top Business majors. Each attendee at the event was

		encouraged to participate in a “speed interviewing” process.
9	Participate in activities sponsored by community groups in broadcast employment issues, including conventions, career days, workshops and similar activities	From January 21st, 2010 to February 14th, 2010 our stations KLRT-TV and KASN-TV ran the public service announcement (30 second spot) and posted information on the KLRT FOX16 website ( <a href="http://www.fox16.com">www.fox16.com</a> ) notifying Arkansas high school students, preparing to enter Arkansas State University in the fall, of a broadcast scholarship opportunity sponsored by Arkansas Broadcasters Association for study in the Department of Radio-Television. This spot and posting provided the rules and requirements for eligibility.