## VACANCY LIST

See Master Recruitment Source List for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (RS) Used to Fill Vacancy</th>
<th>RS Referring Hrre</th>
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</thead>
<tbody>
<tr>
<td>Local Sales Manager</td>
<td>1-37, 41-46, 49-54</td>
<td>54</td>
</tr>
<tr>
<td>Anchor/Reporter</td>
<td>1-37, 41-46, 49-54</td>
<td>55</td>
</tr>
<tr>
<td>Vice President &amp; General Manager</td>
<td>1-37, 41-46, 48-54</td>
<td>55</td>
</tr>
<tr>
<td>Senior Digital Sales Specialist</td>
<td>1-37, 41-46, 48-54</td>
<td>41</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-37, 41-46, 48-54</td>
<td>38</td>
</tr>
<tr>
<td>MMJ/Anchor</td>
<td>1-37, 41-46, 48-54</td>
<td>55</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-37, 41-46, 49-54</td>
<td>43</td>
</tr>
<tr>
<td>Digital Marketing Manager</td>
<td>1-37, 41-46, 48-54</td>
<td>6</td>
</tr>
<tr>
<td>News Content Specialist</td>
<td>1-37, 41-46, 49-54</td>
<td>6</td>
</tr>
<tr>
<td>Meteorologist/Reporter</td>
<td>1-37, 41-46, 49-54</td>
<td>55</td>
</tr>
<tr>
<td>MMJ/Producer</td>
<td>1-37, 41-47, 49-54</td>
<td>6</td>
</tr>
<tr>
<td>Sports Anchor/Reporter</td>
<td>1-16, 18-37, 41-47, 49-54</td>
<td>41</td>
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<tr>
<td>Digital Sales Specialist</td>
<td>1-37, 41-47, 49-54</td>
<td>43</td>
</tr>
<tr>
<td>Producer/MMJ</td>
<td>1-37, 41-46, 49-54</td>
<td>41</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-37, 41-46, 49-54</td>
<td>38</td>
</tr>
<tr>
<td>Reporter/Anchor</td>
<td>1-37, 41-47, 49-54</td>
<td>41</td>
</tr>
<tr>
<td>Producer/MMJ</td>
<td>1-37, 41-47, 49-54</td>
<td>41</td>
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<tr>
<td>Producer/MMJ</td>
<td>1-37, 41-47, 49-54</td>
<td>43</td>
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<tr>
<td>News Content Specialist</td>
<td>1-37, 41-46, 48-54</td>
<td>43</td>
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<tr>
<td>MMJ/Producer</td>
<td>1-16, 18-37, 41-46, 49-54</td>
<td>38</td>
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</tbody>
</table>
# II. MASTER LIST OF RECRUITMENT SOURCES

*Sources with an asterisk (*) denote organizations that requested notification of job vacancies*

<table>
<thead>
<tr>
<th>Source Number</th>
<th>Organization</th>
<th>Contact Person</th>
<th>Mailing/Email Address</th>
<th>Website</th>
<th>Phone Number</th>
<th>Number of Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Arkansas Baptist College</td>
<td>Dean Mary Jarrett</td>
<td>1600 Bishop, Little Rock, AR 72202</td>
<td></td>
<td>501-374-7856</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Western Kentucky University Dept of Communication &amp; Broadcasting</td>
<td>Dr. Victoria LaPoe</td>
<td>1906 College Heights Blvd, #11070, Bowling Green, KY 42101-1070</td>
<td></td>
<td>270-745-4144</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>University of Florida College of Journalism &amp; Communication Dept of Telecommunication</td>
<td>David Ostroff</td>
<td>P.O. Box 118400, Gainesville, FL 32611-8400</td>
<td></td>
<td>352-392-0463</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>The Aspira Association Programs for Hispanic Youth</td>
<td>Monica Meeks</td>
<td>1444 Eye Street, NW, Suite 800, Washington, DC 20005</td>
<td></td>
<td>202-835-3600</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Society of Professional Journalists</td>
<td>Earnest Ford Jr.</td>
<td>3009 North Meridian Street, Indianapolis, IN 46208</td>
<td></td>
<td>317-927-8000</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Arkansas State University Department of Media</td>
<td>Dr. Osa Amienyi</td>
<td>P.O. Box 1930, State University, AR 72467-1930</td>
<td></td>
<td>870-972-3076</td>
<td>4</td>
</tr>
<tr>
<td>7</td>
<td>Arkansas State University Black Students Association</td>
<td>June Taylor</td>
<td>P.O. Box 1980, State University, AR 72467-1980</td>
<td></td>
<td>870-972-3454</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Arkansas State University Career Services</td>
<td>Tiffany Johnson</td>
<td><a href="mailto:tijohnson@astate.edu">tijohnson@astate.edu</a></td>
<td><a href="https://astate-srm.symplicity.com/">https://astate-srm.symplicity.com/</a></td>
<td>870-972-3025</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>KOMU-TV, University of Missouri</td>
<td>Stacey Woeful</td>
<td>5550 Highway 63 South, Columbia, MO 65201</td>
<td></td>
<td>570-884-6397</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Lyndon State College, News 7</td>
<td>Dariene Gilman</td>
<td>P.O. Box 919, Lyndonville, VT 05851</td>
<td></td>
<td>802-626-6221</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Columbia College Chicago</td>
<td>Valerie Robbins</td>
<td>600 South Michigan, Chicago, IL 60605-1996 <a href="mailto:wrobbins@colum.edu">wrobbins@colum.edu</a></td>
<td><a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
<td>312-663-1600</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Congressman Rick Crawford</td>
<td></td>
<td>2400 Highland Drive, Suite 300, Jonesboro, AR 72401</td>
<td></td>
<td>870-203-0540</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>First Baptist Church</td>
<td></td>
<td>P.O. Box 1881, State University, AR 72467-1881</td>
<td></td>
<td>870-931-0493</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>University of Arkansas Department of Communications</td>
<td>Brenda McCrory</td>
<td>417 Kimpel Hall, Fayetteville, AR 72701</td>
<td><a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
<td>479-575-3046</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Emma L. Bowen Foundation for Minority Interest in Media</td>
<td>Sandra Rice</td>
<td>524 West 57th Street, New York, NY 10019</td>
<td></td>
<td>212-975-2545</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Grambling State University Dept of Mass Communications</td>
<td>Dr. Rama Tunugnta</td>
<td>P.O. Box 4292, Grambling, LA 71245</td>
<td><a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
<td>318-274-2189</td>
<td></td>
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<tr>
<td>17</td>
<td>UAPB Career Services</td>
<td>Shirley Hampton</td>
<td>Mail Slot 4975, Pine Bluff, AR 71601</td>
<td><a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
<td>870-575-8461</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Illinois State University</td>
<td>Jay Groves</td>
<td>Media Relations, Dept. 32510, Norman, IL 61790-3250</td>
<td>309-438-5631</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>UALR RTV and Film</td>
<td>David Guerra</td>
<td>2801 South University, Little Rock, AR 72204</td>
<td>501-569-3000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Japanese American Citizens League</td>
<td>National Headquarters, 1765 Sutter Street, San Francisco, CA 94115</td>
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<td></td>
</tr>
<tr>
<td>21</td>
<td>Lenoir-Owen College</td>
<td>LaQuita Jackson</td>
<td>807 Walker Avenue, Memphis, TN 38126</td>
<td><a href="https://loc.oharesearch.com/employee/login.php">https://loc.oharesearch.com/employee/login.php</a> 901-774-9090</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>The Links Inc</td>
<td>Shirley Mynhier</td>
<td>1200 Massachusetts Avenue NW, Washington, DC 20001</td>
<td>202-842-8868</td>
<td></td>
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</tr>
<tr>
<td>23</td>
<td>LSU Career Services</td>
<td>Amy F Ciullo</td>
<td>1200 Massachusetts Avenue NW, Washington, DC 20001</td>
<td>225-578-2162</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Arkansas Department of Workforce Services</td>
<td>Judy Clayton, Hershel Jones</td>
<td><a href="mailto:judy.clayton@arkansas.gov">judy.clayton@arkansas.gov</a> &amp; <a href="mailto:hershel.jones@arkansas.gov">hershel.jones@arkansas.gov</a></td>
<td>870-935-5594</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Arkansas Broadcasters Association</td>
<td>Jim McCall</td>
<td><a href="mailto:mail@arkbroadcasters.org">mail@arkbroadcasters.org</a></td>
<td>501-227-7564</td>
<td></td>
<td></td>
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<tr>
<td>26</td>
<td>Florida A&amp;M University Division of Journalism</td>
<td>Francine Huff</td>
<td><a href="mailto:francine.huff@famu.edu">francine.huff@famu.edu</a></td>
<td><a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 850-412-6587</td>
<td></td>
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<tr>
<td>27</td>
<td>MediaLine</td>
<td>Mark Shillstone</td>
<td><a href="mailto:medialine@medialine.com">medialine@medialine.com</a></td>
<td><a href="http://www.medialine.com">www.medialine.com</a></td>
<td>800-237-8073</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>National Hispanic Media Coalition</td>
<td>Brenda Rivas</td>
<td></td>
<td><a href="http://www.nhmc.org/">http://www.nhmc.org/</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Ohio Center for Broadcasting</td>
<td>Don Clark</td>
<td><a href="mailto:dclark@beonair.com">dclark@beonair.com</a></td>
<td>216-503-5900</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Syracuse University</td>
<td>Bridget Lichtinger</td>
<td><a href="mailto:belichti@syr.edu">belichti@syr.edu</a></td>
<td>315-443-1209</td>
<td></td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>University of Arkansas Community College at Batesville</td>
<td>Becky Warren, Louise Hughes</td>
<td><a href="mailto:becky.warren@uaacc.edu">becky.warren@uaacc.edu</a> &amp; <a href="mailto:louise.hughes@uaacc.edu">louise.hughes@uaacc.edu</a></td>
<td>870-612-2000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>University of Central Arkansas</td>
<td>Cliff Ford</td>
<td></td>
<td><a href="https://uca.edu/career/post-jobs/">https://uca.edu/career/post-jobs/</a></td>
<td>501-450-5172</td>
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<tr>
<td>33</td>
<td>University of Kansas William Allen White School of Journalism &amp; Mass Comm.</td>
<td>Brett Akagi</td>
<td><a href="mailto:brettakagi@gmail.com">brettakagi@gmail.com</a></td>
<td>913-333-1758</td>
<td></td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>University of Memphis Dept. of Journalism</td>
<td>Dr. Matthew Haught</td>
<td><a href="mailto:mhaught@memphis.edu">mhaught@memphis.edu</a></td>
<td>901-395-4600</td>
<td></td>
<td></td>
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<tr>
<td>35</td>
<td>University of Missouri School of Journalism</td>
<td>Dr. Barbara Willis</td>
<td></td>
<td><a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
<td>573-882-0373</td>
<td></td>
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<tr>
<td>36</td>
<td>University of Oklahoma</td>
<td>Alex Batchelor, Cathy Bowers via Handshake</td>
<td><a href="mailto:abatchelor@ou.edu">abatchelor@ou.edu</a></td>
<td><a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
<td>405-325-1833</td>
<td></td>
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<tr>
<td>37</td>
<td>Arkansas Tech University</td>
<td>Amanda Johnson</td>
<td></td>
<td><a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
<td></td>
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</table>

**ADDITIONAL SOURCES**

<p>| 38 | Current/Former Employee Referral | | | |
| 39 | Friend/Customer/Professional Referral | | | |
| 40 | Internship Program | | | |
| 41 | Raycom Media website | Donna Tadlock | | <a href="https://careers-raycomedia.iicims.com/jobs">https://careers-raycomedia.iicims.com/jobs</a> | 334-206-1417 18 |
| 42 | KAIT-TV Recruitment Ads | Darlene Calkin | | 870-336-1820 |
| 43 | KAIT Station Bulletin Board | Darlene Calkin | | 870-336-1820 11 |
| 44 | Native American Journalists Association | Rebecca Landsberry | <a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a> | 405-325-1649 |
| 45 | National Association of Hispanic Journalists | Kevin Olivas | 1050 Connecticut Avenue, NW 10th Floor, Washington, DC 20036 | <a href="http://nahjcareercenter.com">http://nahjcareercenter.com</a> | 202-662-7168 |
| 46 | Asian American Journalists Association | Justin Seiler | <a href="mailto:justin@naja.org">justin@naja.org</a> | | |
| 47 | KAIT8.com Job Expo | Lauren Gregory | 5/24/18, 9/18/18 | | 2 |</p>
<table>
<thead>
<tr>
<th></th>
<th>Event/Source</th>
<th>Contact Name</th>
<th>Email</th>
<th>Website</th>
<th>Phone</th>
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</thead>
<tbody>
<tr>
<td>48</td>
<td>ASU/KAIT Job Fair</td>
<td>Dr. Ed Rayburn</td>
<td><a href="mailto:Drayburn@astate.edu">Drayburn@astate.edu</a></td>
<td><a href="http://www.astate.edu/careers">www.astate.edu/careers</a></td>
<td>870-972-3025</td>
</tr>
<tr>
<td>50</td>
<td>The National Alliance of State Broadcasters</td>
<td>Susan Strong</td>
<td>2333 Wisconsin St., NE, Albuquerque, NM 87110</td>
<td><a href="http://www.careerpage.org">www.careerpage.org</a></td>
<td>505-881-4444</td>
</tr>
<tr>
<td>51</td>
<td>tvjobs.com</td>
<td>Mark C. Holloway</td>
<td></td>
<td><a href="http://www.tvjobs.com">http://www.tvjobs.com</a></td>
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<tr>
<td>52</td>
<td>LinkedIn</td>
<td>Darlene Calkin</td>
<td><a href="http://www.linkedin.com">www.linkedin.com</a></td>
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<td>4</td>
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<td>53</td>
<td>Twitter</td>
<td>Darlene Calkin</td>
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<td>54</td>
<td>Facebook</td>
<td>Darlene Calkin</td>
<td><a href="http://www.facebook.com">www.facebook.com</a></td>
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<td>55</td>
<td>Other Raycom Stations</td>
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<td>Failed to parse</td>
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<td>Other sites that scrape jobs from Raycom site.</td>
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<td>57</td>
<td>Raycom Recruiters</td>
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<td>TOTAL</td>
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</table>
Date(s) of Initiative Event(s):  Ongoing

Describe Nature of Initiative:

Full-time job postings on minority websites.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

All full-time job openings in top 4 EEO categories are posted on the websites of media trade groups whose membership includes substantial participation by women and minorities, including:

Native American Journalists Association (NAJA)
National Association of Hispanic Journalists (NAHJ)
Asian American Journalists Association (AAJA)

Names of Station Personnel involved in Initiative:

Darlene Calkin, Business Office Coordinator/EEO Coordinator
Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:
Broadcasting of outreach recruitment to local organizations regarding job openings.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

KAIT airs the promo below recruiting organizations who would like to receive our job openings:

“KAIT-TV, a Raycom Media station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of our full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each opening and ask you to refer individuals to us for consideration. Send your request to: KAIT HR, P.O. Box 790, Jonesboro, AR 72403-0790 or send an e-mail to dcalkin@kait8.com”

Names of Station Personnel involved in Initiative:
Darlene Calkin, Business Office Coordinator/EEO Coordinator
Deniseia Mayhan, Sales Assistant
Adam Dozier, Marketing Director
Date(s) of Initiative Event(s): **Ongoing**

Describe Nature of Initiative:

**College Student Internship Program**

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

KAIT-TV offers unpaid internships to college students as a way to assess jobs and job readiness. These internships are granted to junior and senior students majoring in Communications, Mass Communications, Journalist, Broadcast Journalism and Business from various accredited colleges and universities throughout the U.S who have received the approval from the Dean/Chairman and/or academic advisor of their respective departments(s). Upon successful completion of the program, the student’s supervisor at KAIT completes an evaluation form and the student receives credit hours toward his/her degree.

<table>
<thead>
<tr>
<th># of Interns</th>
<th>University Name</th>
<th>Assigned Dept.</th>
<th>Dates of Internship</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Williams Baptist College</td>
<td>News</td>
<td>January 18, 2018-April 6, 2018</td>
</tr>
<tr>
<td>1</td>
<td>Univ of AR Comm College @ Batesville</td>
<td>News (Weather)</td>
<td>May 14, 2018-August 10, 2018</td>
</tr>
<tr>
<td>1</td>
<td>Western Kentucky University</td>
<td>News (Weather)</td>
<td>May 21, 2018-August 15, 2018</td>
</tr>
</tbody>
</table>

Names of Station Personnel involved in Initiative:

Josh White, News/Content Director  
Ronnie Weston, News Operations Manager (News Intern Coordinator)  
Kalup Phillips, Assistant News/Content Director  
Jordan Howington, Reporter/MMJ  
Kirsten May, Reporter/MMJ  
Melanie Bednar, Reporter/MMJ  
Ryan Vaughan, Chief Meteorologist  
Justin Logan, Meteorologist  
Zach Holder, Meteorologist
Date(s) of Initiative Event(s):  Ongoing

Describe Nature of Initiative:
Arkansas Broadcasters Association Internship Program

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):
The Arkansas Broadcasters Association provides a paid internship ($600 stipend) to a high school or college student at a participating television station (KAIT-TV) in which the student is exposed to many facets of the broadcasting industry. The department spends time instructing the student in its respective area of broadcasting. Many times, these interns are hired as part-time employees who go on to be hired as full-time employees of KAIT.

<table>
<thead>
<tr>
<th># of Interns</th>
<th>School Name</th>
<th>Assigned Dept.</th>
<th>Dates of Internship</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Jonesboro High School</td>
<td>News</td>
<td>July 2, 2018-July 26, 2018</td>
</tr>
<tr>
<td>1</td>
<td>Paragould High School</td>
<td>News</td>
<td>September 3, 2018-October 5, 2018</td>
</tr>
</tbody>
</table>

Names of Station Personnel involved in Initiative:
Josh White, News/Content Director
Ronnie Weston, News Operations Manager (Intern Coordinator)
Laura Gunter, Videographer/Editor
Kirsten May, Reporter/MMJ
Melvin Johns, Director
Hunter Marshall, News/Content Specialist
KAIT

EEO PUBLIC FILE REPORT
February 1, 2018 to January 31, 2019

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s):  Ongoing

Describe Nature of Initiative:
Job Shadow/Mentorship Program- Local junior high, high school, college students and teachers/professors spend a day or more shadowing an employee/being mentored in the area of their choice to discuss the opportunities, seek advice on a future career in broadcasting and learn new technologies associated with the broadcasting industry.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):
- Ronnie Weston, News Operations Manager coordinates each Job Shadow with the appropriate school’s personnel and with each department manager involved at KAIT. He also updates the RA Publishing Intern Research Group’s Broadcasting Internship Guide for College Students each year to make sure the stations information is correct.
- Josh White, News/Content Director coordinates each Job Shadow in his department with Ronnie Weston and the appropriate personnel in his department.
- Tiffany Neely, KAIT Morning Anchor, was shadowed by a 12th Grade Paragould High School student. The student attended news meetings, shadowed her after her morning newscast, following her in picking a story for the local newscast. She was shown how to shoot and edit video and to write a script for the story.

Names of Station Personnel involved in Initiative:
Ronnie Weston, News Operations Manager
Josh White, News/Content Director
Tiffany Neely, Anchor/Reporter
KAIT

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:
Speakers’ Bureau-Local organizations & schools invite KAIT employees to speak on various television broadcasting topics including career opportunities in broadcasting.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

- Diana Davis, Anchor/Reporter and Ronnie Weston, News Operations Manager, spoke to 2 groups of 17-18 high school students from Jonesboro High School Television Academy. The students toured the station, sat in on the morning news meeting, observed the Midday newscast from the studio and control room. Diana discussed broadcasting careers with them after the newscast.
- Audrey Guinn, Digital Sales Manager, spoke to the Arkansas State University Media Ad and Sales Class consisting of 8 students and 1 instructor. She discussed digital ad sales including careers, career path and education requirements.
- Kalup Phillips, Assistant News/Content Director and Allison Munn, Anchor/Reporter are on the Arkansas State University Media Advisory Board. They met with the ASU faculty on curriculum needs and met with 20 ASU Media Dept. students to critique their work and offer career advice.
- Diana Davis, Anchor/Reporter and Ronnie Weston, News Operations Manager, spoke to 11 Arkansas State University broadcast television students and 2 instructors. The students toured the station and observed the Midday newscast from the studio and control room. Diana discussed broadcasting careers with them after the newscast.
- Ronnie Weston, News Operations Manager, was appointed to the Jonesboro High School Business, Communication Arts, & Law Academy (B.C.A.L.) Advisory Board. He met with other members of the board and two teachers to complete a survey of the interaction between students and the community. His appointment to this board allows him access to students to recruit for internships and future job openings at the station. He also discusses educational requirements needed to get into the television broadcasting industry. He also attended the JHS B.C.A.L. Accreditation Ceremony where he along with the other board members played a role in helping them get accreditation as “Model Academies.”
• Audrey Guinn, Digital Sales Manager spoke with 12 Arkansas State University students and 1 instructor from the ASU College of Business Sales Strategies Class. She discussed advertising sales, both television and digital, and career options with a degree in business.

• Lindsey Box, Marketing Producer and Staci Haddick, Sales Coordinator, spoke to 26 high school students from various area high schools who are a part of the Jonesboro Chamber of Commerce Junior Leadership Program. They gave the students a tour of the studio, newsroom and control room. They each discussed careers in broadcasting and educational requirements needed.

• Audrey Guinn, Digital Sales Manager, and Stephen Bristow, Local Sales Manager, spoke to 12 Arkansas State University students from the ASU College of Business Sales Leadership Center. They discussed television and digital sales careers and employment opportunities.

• Audrey Guinn, Digital Sales Manager spoke with 7 Arkansas State University students and 1 instructor from the ASU College of Business. The students toured the studio, control room, newsroom, marketing department and sales department. She spoke with them about careers in television and digital marketing and sales.

• Hatton Weeks, Vice President and General Manager spoke with a group of Arkansas State University students and instructors at the Graduate Leadership Class Presentation. He discussed leadership, networking and career opportunities with Raycom Media, specifically KAIT.

• Destiny Quinn, Anchor/Reporter, was invited to be the keynote speaker at the Manila High School Career Fair. 283 high school students attended. She spoke about her career as a journalist and the steps she took to achieve her career goals.

Names of Station Personnel involved in Initiative:

Hatton Weeks, Vice President and General Manager
Ronnie Weston, News Operations Manager
Stephen Bristow, Local Sales Manager
Audrey Guinn, Digital Sales Manager
Kalup Phillips, Assistant News/Content Director
Diana Davis Wright, Anchor/Reporter
Allison Munn, Anchor/Reporter
Destiny Quinn, Anchor/Reporter
Lindsey Box, Marketing Producer
Staci Haddick, Sales Coordinator
Date(s) of Initiative Event(s):  March 6, 2018

Describe Nature of Initiative:
Jonesboro High School College & Career Fair was a one-day college and career fair offered to 10th-12th grade students at Jonesboro High School where 61 companies and institutions had booths. Approximately 1,309 students attended. Jonesboro High School has a 44% minority base in their student body.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):
KAIT News Operations Manager manned a booth from 8:00am until 11:30am visiting with students regarding job opportunities, careers in television broadcasting and advice about how to pursue a career in broadcasting.

Names of Station Personnel involved in Initiative:
Ronnie Weston, News Operations Manager
Date(s) of Initiative Event(s): March 8, 2018

Describe Nature of Initiative:
Co-sponsor Arkansas State University Spring Job Fair. This is an area wide career fair for employers and students, both undergraduates and graduates to discuss career opportunities with a number of recruiters. Approximately 575 students attended the Spring job fair. ASU has a 26% student minority base in the student body.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):
As a co-sponsor, KAIT was involved in the planning and promotion of the event. KAIT produced and ran a promotional schedule for the event that invited recruiters and students to attend. KAIT also staffed a prominently placed booth at the event discussing with students the opportunities in broadcasting at KAIT.

Names of Station Personnel involved in Initiative:
Ronnie Weston, News Operations Manager
Darlene Calkin, Business Office Coordinator/EEO Coordinator
Date(s) of Initiative Event(s): March 13, 2018

Describe Nature of Initiative:
University of Memphis Internship Fair was a one-day event offered to college students attending the University of Memphis. University of Memphis has a 49.5% minority base in their student body.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):
KAIT News Director and Assistant News Director traveled to the University of Memphis to interview 30-35 college students in the broadcast/journalist program regarding job opportunities and internships at KAIT.

Names of Station Personnel involved in Initiative:
Josh White, News/Content Director
Kalup Phillips, Assistant News/Content Director
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 15-16, 2018

Describe Nature of Initiative:
Recruiting visit to University of Missouri and KOMU-TV

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

| KAIT’s Vice President and General Manager, Chris Conroy and several other Raycom Media employees visited University of Missouri and KOMU-TV on campus. They discussed Raycom Media and the industry. Chris met with students in one-on-one job interview sessions. He also reviewed student work, gave career advice and discussed career opportunities with Raycom Media and our station. |

Names of Station Personnel involved in Initiative:

| Chris Conroy, Vice President and General Manager |
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 11, 2018

Describe Nature of Initiative:
ASU College of Media & Communications Honors Banquet-An award ceremony for outstanding College of Media & Communications students at Arkansas State University.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):
KAIT representatives were given opportunity to interact with some of the top performing students in the Radio/Television and the Print Media departments of ASU’s Media & Communications program. They were able to discuss employment options and internships with many of the 55 students attending.

Names of Station Personnel involved in Initiative:
Hatton Weeks, Vice President and General Manager
Ronnie Weston, News Operations Manager
Darlene Calkin, Business Office Coordinator/EEO Coordinator
Diana Davis Wright, Anchor/Reporter
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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): May 24, 2018

Describe Nature of Initiative:
Region 8 JobLink Job Expo – KAIT held a career fair at the ASU Convocation Center from 10:30 am to 3:30 pm. KAIT ran a heavy promotional schedule on air to invite the public to attend the career fair. KAIT and 17 other recruiters participated, giving the public an opportunity to visit with prospective employers including KAIT throughout the day. KAIT provided each prospective employee a chance to fill out a KAIT employment application online and visit with different departments at the television station to encourage the public to apply for job openings. Approximately 220 people visited the expo of which approximately 75% were minorities.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

KAIT was the main sponsor of the event with 17 other companies recruited by the KAIT Sales staff participating by manning booths for their own recruitment. Each company paid KAIT a fee for participating in the career fair. KAIT produced and ran a schedule of promos to promote the event to the public. KAIT also aired live cut-ins during the Midday News to promote the event to the public. Banner ads were run on the KAIT website to promote the event. KAIT personnel, including the Sales team, Digital Sales team and the management team staffed the KAIT booth from 10:30am-3:30pm to speak with prospective applicants. The KAIT Sales staff coordinated between applicants and employers to insure the event was successful and beneficial to both. The participating recruiters were:
1. Advance Services, Inc.
2. Arkansas Game & Fish Commission
3. D&L, Inc.
4. Delta Asphalt of Arkansas
5. Denso Manufacturing Arkansas, Inc.
6. Elite Senior Care
7. Employee Solutions
8. General Cable
9. Great Dane
10. Little Rock Job Corps
11. Miracle Kids Success Academy
12. NEA Baptist Clinic
13. Nestle USA, Inc.
14. Nice Pak, Inc.
15. Post Consumer Brands
16. Securitas Security Services USA
17. Teletech Services Corp.

Names of Station Personnel involved in Initiative:
Hatton Weeks, Vice President and General Manager
Sheila Harrison, General Sales Manager
Stephen Bristow, Local Sales Manager
Audrey Guinn, Digital Sales Manager
Lauren Gregory, Senior Digital Sales Specialist
Alysha Bowers, Account Executive
Tara Ferguson, Account Executive
Jeff Dutton, Account Executive
Courtney Dale, Account Executive
Jaye Playter, Account Executive
Wendy Schroeppel, Account Executive
Rachel Burnett, Account Executive
Staci Haddick, Sales Coordinator
Adam Dozier, Marketing Director
Kalup Phillips, Assistant News/Content Director
Ronnie Weston, News Operations Manager
Darlene Calkin, Business Office Coordinator/EEO Coordinator
Date(s) of Initiative Event(s): September 18, 2018

Describe Nature of Initiative:

Region8 JobLink Job Expo – KAIT held a career fair at First National Bank Arena from 10:00 am to 4:00 pm. KAIT ran a heavy promotional schedule on air to invite the public to attend the career fair. KAIT and 17 other recruiters participated, giving the public an opportunity to visit with prospective employers including KAIT throughout the day. KAIT provided each prospective employee a chance to fill out a KAIT employment application online and visit with different departments at the television station to encourage the public to apply for job openings. Approximately 260 people visited the expo of which approximately 70% were minorities.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

KAIT was the main sponsor of the event with 17 other companies recruited by the KAIT Sales staff participating by manning booths for their own recruitment. Each company paid KAIT a fee for participating in the career fair. KAIT produced and ran a schedule of promos to promote the event to the public. KAIT also aired live cut-ins during the Midday News to promote the event to the public. Banner ads were run on the KAIT website to promote the event. KAIT personnel, including the Sales team, Digital Sales team and the management team staffed the KAIT booth from 10:00 am-4:00 pm to speak with prospective applicants. The KAIT Sales staff coordinated between applicants and employers to ensure the event was successful and beneficial to both. The participating recruiters were:

1. Abilities Unlimited of Jonesboro, Inc.
2. Advance Services, Inc.
3. American Railcar Industries
4. Arkansas Department of Correction
5. Arkansas Northeastern College
6. Atwill Media
7. D&L, Inc.
8. Denso Manufacturing Arkansas, Inc.
9. Employee Solutions
10. Flavours by Sodexo at Arkansas State University
11. Martin Sprocket & Gear
12. Miracle Kids Success Academy
13. NEA Baptist Clinic
14. Nestle USA, Inc.
15. Post Consumer Brands
16. St Bernards Regional Medical Center
17. Staffmark

Names of Station Personnel involved in Initiative:
Hatton Weeks, Vice President and General Manager
Sheila Harrison, General Sales Manager
Stephen Bristow, Local Sales Manager
Audrey Guinn, Digital Sales Manager
Lauren Gregory, Senior Digital Sales Specialist
Kirsten Ditto, Digital Sales Specialist
Alysha Bowers, Account Executive
Tara Ferguson, Account Executive
Jeff Dutton, Account Executive
Courtney Dale, Account Executive
Jaye Playter, Account Executive
Wendy Schroeppe, Account Executive
Rachel Burnett, Account Executive
Staci Haddick, Sales Coordinator
Richard Bressler, Marketing Producer
Lindsey Box, Marketing Producer
Kalup Phillips, Assistant News/Content Director
Darlene Calkin, Business Office Coordinator/EEO Coordinator
Date(s) of Initiative Event(s):  **October 17, 2018**

Describe Nature of Initiative:

Co-sponsor Arkansas State University Fall Job Fair. This is an area wide career fair for employers and students, both undergraduates and graduates to discuss career opportunities with a number of recruiters. Approximately 400 students attended the Fall job fair. ASU has a 26% student minority base in the student body.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

As a co-sponsor, KAIT was involved in the planning and promotion of the event. KAIT produced and ran a promotional schedule for the event that invited recruiters and students to attend. KAIT also staffed a prominently placed booth at the event discussing with students the opportunities in broadcasting at KAIT.

Names of Station Personnel involved in Initiative:

Ronnie Weston, News Operations Manager
Darlene Calkin, Business Office Coordinator/EEO Coordinator