## I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (“RS”) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering Supervisor/Assistant Chief Engineer</td>
<td>1-37, 40-43, 46-51, 53-54</td>
<td>6</td>
</tr>
<tr>
<td>Multi Media Journalist</td>
<td>1-37, 40-42, 46-51, 53</td>
<td>37</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-36, 40-43, 46-51, 53</td>
<td>53</td>
</tr>
<tr>
<td>Multi Media Journalist (3 positions)</td>
<td>1-20, 22-37, 40-42, 46-51, 53</td>
<td>37, 40, 42</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Arkansas Baptist College Dean Mary Jarrett 1600 Bishop Little Rock, AR 72202 501-374-7856</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Western Kentucky University Dept. of Communication &amp; Broadcasting Dr. Victoria LaPoe 1906 College Heights Blvd. #11070 Bowling Green, KY 42101-1070 270-745-4144</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>University of Florida College of Journalism &amp; Communication Dept. of Telecommunication David Ostroff P.O. Box 118400 Gainesville, FL 32611-8400 352-392-0463</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>The Aspira Association Programs for Hispanic Youth Monica Meeks 1444 Eye Street NW, Suite 800 Washington, DC 20005 202-835-3600</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Society of Professional Journalists Earnest Ford Jr. 3909 Meridian Street Indianapolis, IN 46208 317-927-8000</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Arkansas State University School of Media &amp; Journalism Dr. Brad Rawlins P.O. Box 1930 State University, AR 72467-1930 870-972-3070</td>
<td>No</td>
<td>1</td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
<td>No. of Interviewees Referred by RS Over Reporting Period</td>
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<tr>
<td>-----------</td>
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<td>----------------------------------------------------------</td>
</tr>
<tr>
<td>7</td>
<td>Arkansas State University Black Students Association June Taylor P.O. Box 1980 State University, AR 723467-1980 870-972-3454</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>KOMU-TV University of Missouri Stacey Woeful 5550 Highway 63 South Columbia, MO 65201 570-884-6397</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Lyndon State College News 7 Darlene Gilman P.O. Box 919 Lyndonville, VT 05851 802-626-6221</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Congressman Rick Crawford 2400 East Highland, Suite 300 Jonesboro, AR 72401 870-203-0540</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>First Baptist Church P.O. Box 1881 State University, AR 72467-1881 870-931-0493</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Emma L. Bowen Foundation for Minority Interest in Media Sandra Rice 524 West 57th Street New York, NY 10019 212-975-2545</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Grambling State University Dept. of Mass Communications Dr. Rama Tunugntla P.O. Box 4292 Grambling, LA 71245 318-274-2189</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Illinois State University Jay Groves Media Relations, Dept. 32510 Norman, IL 61790-3250 309-438-5631</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
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</tr>
<tr>
<td>-----------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------</td>
<td>--------------------------------------------------------</td>
</tr>
</tbody>
</table>
| 15        | UALR RTV and Film  
David Guerra  
2801 South University  
Little Rock, AR 72204  
501-569-3000                                                                                                                                           | No                                               |                                                        |
| 16        | Japanese American Citizens League National Headquarters  
1765 Sutter Street  
San Francisco, CA 94115                                                                                                                                   | No                                               |                                                        |
| 17        | The Links Inc  
Shirley Mynhier  
1200 Massachusetts Avenue NW  
Washington, DC 20001  
202-842-8686                                                                                                                                                  | No                                               |                                                        |
| 18        | Arkansas State University Career Services  
Tiffany Johnson  
tijohnson@astate.edu  
https://astate-csm.symplicity.com/  
870-972-3025                                                                                                                                                 | No                                               | 1                                                      |
| 19        | Columbia College Chicago  
Valerie Robbins  
600 South Michigan  
Chicago, IL 60605-1996  
vrobbins@colum.edu  
https://app.joinhandshake.com  
312-663-1600                                                                                                                                               | No                                               |                                                        |
| 20        | University of Arkansas Department of Communications  
Brenda McCrory  
417 Kimpel Hall  
Fayetteville, AR 72701  
https://app.joinhandshake.com  
479-575-3046                                                                                                                                               | No                                               |                                                        |
| 21        | UAPB Career Services  
Shirley Hampton  
Mail Slot 4975  
Pine Bluff, AR 71601  
https://app.joinhandshake.com  
870-575-8461                                                                                                                                                | No                                               |                                                        |
| 22        | LSU Career Services  
Amy F. Caillouet  
https://app.joinhandshake.com  
225-578-2162                                                                                                                                               | No                                               |                                                        |
<table>
<thead>
<tr>
<th>RS Number</th>
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>23</td>
<td>Florida A&amp;M University Division of Journalism Francine Huff <a href="mailto:francine.huff@famu.edu">francine.huff@famu.edu</a> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 850-412-6587</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>University of Central Arkansas Clif Ford <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 501-450-5172</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>University of Missouri School of Journalism Dr. Barbara Willis <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 573-882-0373</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>University of Oklahoma Alex Batchelor <a href="mailto:abatchelor@ou.edu">abatchelor@ou.edu</a> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 405-325-1833</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Arkansas Tech University Amanda Johnson <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Arkansas Department of Workforce Services Judy Clayton <a href="mailto:judy.clayton@arkansas.gov">judy.clayton@arkansas.gov</a> Hershel Jones <a href="mailto:hershel.jones@arkansas.gov">hershel.jones@arkansas.gov</a> 870-935-5594</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Arkansas Broadcasters Association Jim McCall <a href="mailto:mail@arkbroadcasters.org">mail@arkbroadcasters.org</a> 501-227-7564</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
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<tr>
<td>-----------</td>
<td>----------------</td>
<td>------------------------------------------------</td>
<td>-------------------------------------------------</td>
</tr>
</tbody>
</table>
| 31        | University of Kansas William Allen White School of Journalism & Mass Comm.  
Brett Akagi  
brettakagi@gmail.com  
913-333-1758 | No | |
| 32        | Medialine Talent  
Mark Shilstone  
jobs@medialinetalent.com  
http://www.medialinetalent.com/  
800-237-8073 | No | |
| 33        | Ohio Center for Broadcasting  
Don Clark  
dclark@beonair.com  
216-503-5900 | No | |
| 34        | Syracuse University  
Bridget Lichtinger  
belichti@syr.edu  
315-443-1209 | No | |
| 35        | University of Arkansas Community College at Batesville  
Becky Warren  
becky.warren@uaccb.edu  
870-612-2000 | No | |
| 36        | University of Memphis Dept. of Journalism  
Dr. Matthew Haught  
mjhaught@memphis.edu  
901-395-4600 | No | |
| 37        | Current/Former Employee Referral | No | 8 |
| 38        | Business Associate Referral | No | |
| 39        | Internship Program | No | |
| 40        | Gray TV Website\  
Donna Tadlock  
https://gray.tv/careers#currentopenings  
334-206-1417 | No | 4 |
| 41        | KAIT-TV Recruitment Ads | No | |
| 42        | KAIT Station Bulletin Board (internal posting) | No | 2 |
| 43        | National Hispanic Media Coalition  
Brenda Rivas  
http://www.nhmc.org/ | No | |
<table>
<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>44</td>
<td>KAIT8.com Job Expo Kirsten Ditto 870-336-1810</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>45</td>
<td>ASU Career Fairs Tiffany Johnson <a href="mailto:tijohnson@astate.edu">tijohnson@astate.edu</a> <a href="http://www.astate.edu/careers">www.astate.edu/careers</a> 870-972-3025</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>46</td>
<td>ArkansasBusiness.com <a href="http://www.arkansasbusiness.com/jobs">http://www.arkansasbusiness.com/jobs</a></td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>47</td>
<td>The National Alliance of State Broadcasters Susan Strong 2333 Wisconsin Street NE Albuquerque, NM 87110 <a href="http://www.careerpage.org">www.careerpage.org</a> 505-881-4444</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>48</td>
<td>tvjobs.com Mark C. Holloway <a href="http://www.tvjobs.com">http://www.tvjobs.com</a></td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>49</td>
<td>Linked In <a href="http://www.linkedin.com">www.linkedin.com</a></td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>50</td>
<td>Twitter <a href="http://www.twitter.com">www.twitter.com</a></td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>51</td>
<td>Facebook <a href="http://www.facebook.com">www.facebook.com</a></td>
<td>No</td>
<td>3</td>
</tr>
<tr>
<td>52</td>
<td>Other Gray Stations (transfers)</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>53</td>
<td>Indeed.com</td>
<td>No</td>
<td>5</td>
</tr>
<tr>
<td>54</td>
<td>The Society of Broadcast Engineers <a href="http://www.sbe.org">www.sbe.org</a></td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWEES OVER REPORTING PERIOD** 24
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Type of Recruitment Initiative (ex. Job Fair, Internship Program)</th>
<th>Date</th>
<th>Brief Description Of Activity &amp; Scope of Broadcaster’s Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Event Designed to Disseminate Information About Broadcast Careers</td>
<td>Ongoing</td>
<td>This is an on-going activity where we broadcast an on-air promotion to recruit organizations who would like to receive our job openings. Participants from the station include the Office Manager/EEO Coordinator, Sales Coordinator and Marketing Director.</td>
</tr>
<tr>
<td>2 Event Designed to Disseminate Information About Broadcast Careers</td>
<td>Ongoing</td>
<td>KAIT maintains on-going speaker’s bureau program with local organizations and schools who invite KAIT employees to speak about various television broadcasting topics including career opportunities. During the reporting period KAIT spoke with several different groups including two high school television student classes, a junior high school gifted &amp; talented group of students who do their own school newscasts and a high school FBLA club. Participants from the station include the General Manager, News Director, Assistant News Director, Digital Executive Producer, two Morning Anchors, a Newscast Director, a Multi Media Journalist, Marketing Director, Digital Marketing Director, a Marketing Producer, and Morning Meteorologist.</td>
</tr>
<tr>
<td>3 Participate in Event Sponsored by Educational Institution Relating to Careers in Broadcasting</td>
<td>February 6, 2020</td>
<td>KAIT’s Digital Marketing Director and a Marketing Producer, along with a representative of Paragould Cable judged student produced commercials as part of the Paragould High School Annual Entrepreneur Day. They were able to mentor the students and give them constructive critiques of their commercial production work.</td>
</tr>
<tr>
<td>4 Participate in Event Sponsored by Educational Institution Relating to Careers in Broadcasting</td>
<td>February 7, 2020</td>
<td>KAIT’s News Director, Assistant News Director, Marketing Director and a Marketing Producer attended a one-day career fair at Jonesboro High School. Each had a chance to visit with the students to discuss job opportunities, give advice about pursuing a career in broadcasting and discuss the skills required for these jobs.</td>
</tr>
<tr>
<td></td>
<td>Participate in Event Sponsored by Educational Institution Relating to Careers in Broadcasting</td>
<td>February 13, 2020</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td></td>
<td>Participated in Diversity Training</td>
<td>July 9, 2020 – August 4, 2020</td>
</tr>
<tr>
<td></td>
<td>Participated in EEO Training</td>
<td>November 19, 2020</td>
</tr>
</tbody>
</table>