

Arkansas Educational Television Network dba Arkansas TV
FCC/EEOC Recruitment Report for Calendar Years 2025-2026
January 2026

Under the specific EEO program requirements effective 3/10/03, broadcasters must comply with three key components: 1) Outreach/Recruitment, 2) Record-keeping/Reporting, and 3) Self-Analysis of EEO Efforts. Arkansas TV has accomplished the following:

I. Outreach/Recruitment:

Goal: Full-time job vacancies must be advertised broadly to all markets covered by Arkansas TV for a reasonable period and notice of job vacancies must be provided to any groups requesting such.

Results:

Arkansas TV distributed targeted information about each job opening through the statewide AR Careers system, accessible to all state institutions and the private sector. We also posted the vacancies on our Social Media Platforms - Facebook, LinkedIn, Instagram, X(formerly Twitter) and the Arkansas TV web page (formerly Arkansas PBS). In addition, we provided job information upon request to all who requested it.

Goal: Completion of four (4) recruitment initiatives over a two-year period ending at our license renewal anniversary (February 1). **February 1, 2025– January 31, 2026:**

- A. Participate in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.

Results:

Arkansas TV or representative, participated in Career Fairs at the following locations:

- *Hendrix College Career & Internship Fair, March 6, 2025. The recruitment booth was attended by Jennifer Killough, Human Resources Coordinator.*
- *UCA Volunteer Fair, September 9, 2025. The recruitment booth was attended by Andrea Aguilera and Katherine Byers.*

- B. Establish an internship program designed to assist members of the community in acquiring skills needed for broadcast employment.

Results:

Arkansas TV offers an intern program accepting students interested in any career field related to TV broadcasting.

- C. Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

Results:

Arkansas TV offered various training programs to staff through the state's training program collection, LinkedIn learning through Arkansas IDEAS, independent sources, in-house training sessions, conferences, and webinars. Arkansas TV staff, supervisors, and directors participated in the following:

- *Ongoing training through the Arkansas State Employees Training Program included new Supervisor training, Performance Goals & Compensation, Accounting and Purchasing Forums, and Human Resources Forum.*

- D. List each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Results:

Targeted advertising of Arkansas TV job openings for professional or technical positions with various media for statewide, regional coverage, and national coverage. Jobs are also posted on the state's web page.

E. Training for management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Results:

Equal Employment Opportunity (EEO) training is provided to all supervisors, managers, and leadership responsible for interviewing and hiring in their departments, as well as to those who otherwise serve as panelists or peers in interviews.

II. Record-Keeping/Reporting:

A. **Goal:** Reports are required every year before the license renewal anniversary (February 1). These reports must be placed in the Public File and posted on the website.

Results:

EEO Public File Reports were posted on Arkansas TV's web page and in the public file in January 2020, 2021, 2022, 2023, 2024 & 2025.

B. **Goal:** Data must be maintained on all full-time jobs filled, recruitment source for each, advertisement copies, names of applicants interviewed, referral source of interviewees, date each job was filled, and proof of at least four (4) recruitment initiatives accomplished.

Results:

Data is maintained for each position opening in the AR Careers state recruiting system. In January 2026, OPM implemented a centralized onboarding platform that included candidate screening and the extension of employment offers. We continue to use an internal requisition file for full-time positions to document the recruiting initiative and track required information throughout the year.

III. Self-Analysis of EEO Efforts:

A. **Goal:** Regularly analyze recruitment programs used, assess their effectiveness, review seniority practices, examine pay and benefit rates for equity, use media for fair and broad recruitment, review promotion practices, and ensure there is no discrimination based on race, age, color, national origin, religion, sex, or disability.

Results:

The Human Resources department monitors recruitment activities to ensure that all applicants are treated equally and fairly, regardless of race, age, color, religion, sex, disability, or national origin. We audit seniority by analyzing seniority and accrual dates to ensure that other qualified state employment is included and that extra help and part-time employment are excluded. In 2025, there was a comprehensive restructuring of pay grades, scales, and the reclassification of positions and FLSA (Fair Labor Standards Act) status. As a result, position titles, FLSA status, and grades are accurately aligned with their primary responsibilities, and employee compensation is more competitive with regional and national market rates.