

**EEO Public File Report**  
**Arkansas Educational Television Network**  
**dba Arkansas Television**  
**February 1, 2025 - January 31, 2026**  
**Full-Time Positions Filled**

| <b>Full Time Position</b> | <b>Position Title</b>                                   | <b>Date Open</b> | <b>Date Filled</b> | <b>Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*</b> | <b>Number Interviewed</b> |
|---------------------------|---------------------------------------------------------|------------------|--------------------|---------------------------------------------------------------------------------------------------------------|---------------------------|
| 1                         | 2213-3918 Education and Instruction Coordinator         | 1/6/2025         | 3/2/25             | ARCareers                                                                                                     | 8                         |
|                           |                                                         |                  |                    | Myarkansaspbs.org                                                                                             |                           |
|                           |                                                         |                  |                    | Our Social Media Platforms - Facebook, LinkedIn, Instagram, X(formerly Twitter)                               |                           |
|                           |                                                         |                  |                    |                                                                                                               |                           |
| 1                         | 2208-2163 Education Program Coordinator                 | 1/6/25           | 3/16/25            | ARCareers                                                                                                     | 5                         |
|                           |                                                         |                  |                    | Myarkansaspbs.org                                                                                             |                           |
|                           |                                                         |                  |                    | Our Social Media Platforms - Facebook, LinkedIn, Instagram, X(formerly Twitter)                               |                           |
|                           |                                                         |                  |                    |                                                                                                               |                           |
| 1                         | 2208-2164 Television Producer                           | 1/30/25          | 3/11/25            | ARCareers                                                                                                     | 2                         |
|                           |                                                         |                  |                    | Myarkansaspbs.org                                                                                             |                           |
|                           |                                                         |                  |                    | Our Social Media Platforms - Facebook, LinkedIn, Instagram, X(formerly Twitter)                               |                           |
|                           |                                                         |                  |                    |                                                                                                               |                           |
| 1                         | 2208-2184 Director of Multiplatform Media/Program. Dir. | 1/8/25           | 3/16/25            | ARCareers                                                                                                     | 4                         |
|                           |                                                         |                  |                    | Myarkansaspbs.org                                                                                             |                           |
|                           |                                                         |                  |                    | Our Social Media Platforms - Facebook, LinkedIn, Instagram, X(formerly Twitter)                               |                           |
| 1                         | 2207-9729 Digital Broadcast Specialist                  | 2/21/25          | 4/28/25            | ARCareers                                                                                                     | 4                         |
|                           |                                                         |                  |                    | Myarkansaspbs.org                                                                                             |                           |
|                           |                                                         |                  |                    | Our Social Media Platforms - Facebook, LinkedIn, Instagram, X(formerly Twitter)                               |                           |
|                           |                                                         |                  |                    |                                                                                                               |                           |
| 1                         | 2208-2213 Systems Coordination Analyst                  | 2/21/25          | 5/27/25            | ARCareers                                                                                                     | 6                         |
|                           |                                                         |                  |                    | Myarkansaspbs.org                                                                                             |                           |
|                           |                                                         |                  |                    | Our Social Media Platforms - Facebook, LinkedIn, Instagram, X(formerly Twitter)                               |                           |
|                           |                                                         |                  |                    |                                                                                                               |                           |
| 1                         | 2208-2170 Maintenance Technician                        | 2/26/25          | 5/27/25            | ARCareers - State job portal                                                                                  | 2                         |
|                           |                                                         |                  |                    | Myarkansaspbs.org - Agency Career Opportunities                                                               |                           |
|                           |                                                         |                  |                    | Our Social Media Platforms - Facebook, LinkedIn, Instagram, X(formerly Twitter)                               |                           |
|                           |                                                         |                  |                    | Arkansas Democrat-Gazette/Jobs Arkansas                                                                       |                           |
|                           |                                                         |                  |                    |                                                                                                               |                           |
| 1                         | 2208-2227 AR PBS Agency Director                        | Appointed by the | 10/1/25            | Appointed by the Board of Commissioners and supported by the Governor                                         | 1                         |
|                           |                                                         |                  |                    |                                                                                                               |                           |

| Full Time Position | Position Title                 | Date Open                            | Date Filled | Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)* | Number Interviewed |
|--------------------|--------------------------------|--------------------------------------|-------------|--------------------------------------------------------------------------------------------------------|--------------------|
| 1                  | 2211-2956 IT Manager           | Direct Placement- Internal Promotion | 12/7/25     | Emergency Fill Request - OPM Approved                                                                  | 1                  |
| 1                  | 2211-8845 Controller           | Direct Placement- Internal Promotion | 12/7/25     | Emergency Fill Request - OPM Approved                                                                  | 1                  |
| 1                  | 2208-2219 Chief Fiscal Officer | Direct Placement- Internal Promotion | 12/7/25     | Intent to Fill - OPM Approved                                                                          | 1                  |
| <b>11</b>          | <b>TOTALS</b>                  |                                      |             |                                                                                                        | <b>35</b>          |

| Recruiting Sources Details               | Contact Name/web address                                                      | Contact Number/email |
|------------------------------------------|-------------------------------------------------------------------------------|----------------------|
| ARCareers - State job portal             | <a href="http://www.arcareers.arkansas.gov">www.arcareers.arkansas.gov</a>    | 501-682-9990         |
| ARPBS Internal Electronic Bulletin Board | <a href="#">Internal Arkansas TV board - EEaccess only</a>                    | 501-682-2386         |
| Myarkansaspbs.org                        | <a href="#">Arkansas TV   Arkansas PBS</a>                                    | 501-682-2386         |
| CAHRA - Central AR HR Association        | <a href="#">Central Arkansas Human Resource Association - Classifi</a>        | 501-224-4840         |
| Facebook                                 | <a href="http://www.facebook.com">www.facebook.com</a>                        | 650-543-4800         |
| LinkedIn.com                             | <a href="http://www.linkedin.com">www.linkedin.com</a>                        | 650-687-3555         |
| Instagram                                | <a href="http://instagram.com">instagram.com</a>                              | NA                   |
| X (formerly Twitter)                     | <a href="http://www.twitter.com">www.twitter.com</a>                          | 415-222-9670         |
| JobsArkansas                             | <a href="https://hiring.jobsarkansas.com">https://hiring.jobsarkansas.com</a> | 501-378-3466         |

### Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year

| No. | Date     | Initiative                                   | Description                                                                                                                                                                                                                         | Scope of Involvement                                                                             |
|-----|----------|----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| 1   | On-Going | Participate in Job Fairs /Community Outreach | Continuing to participate in job fairs by station personnel who have substantial responsibility in making hiring decisions. Participate in Community Outreach efforts to include information on available position and internships. | Educate & recruit students in all areas of television for positions within our agency.           |
| 2   | On-Going | Establishment of an Internship Program       | Continuing to accept students into this program which is designed to develop broadcast employment skills.                                                                                                                           | Educate & recruit students in all areas of television and support activities for college credit. |
| 3   | On-Going | Establishment of Training Programs           | Offer continuous training to ARPBS Staff through the <b>Inter-Agency Training Program (IATP)</b> & On-Site Training Opportunities.                                                                                                  | Training needs are defined by state and agency policy for eligible employees to be promoted.     |



| Number<br>Hired |
|-----------------|
| 1               |
|                 |
| 1               |
|                 |
| 1               |
| 11              |

|               |
|---------------|
|               |
| Nathan Sain   |
| Steven Hefner |
|               |
|               |
|               |
|               |
|               |
|               |

| Personnel<br>Involved       |
|-----------------------------|
| All levels,<br>station-wide |
| All levels,<br>station-wide |
| All levels,<br>station-wide |